

Navy Personnel Research and Development Center

San Diego, California 92152-7250

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Navy-wide Personnel Survey (NPS) 1990-1995: Summary of Trends

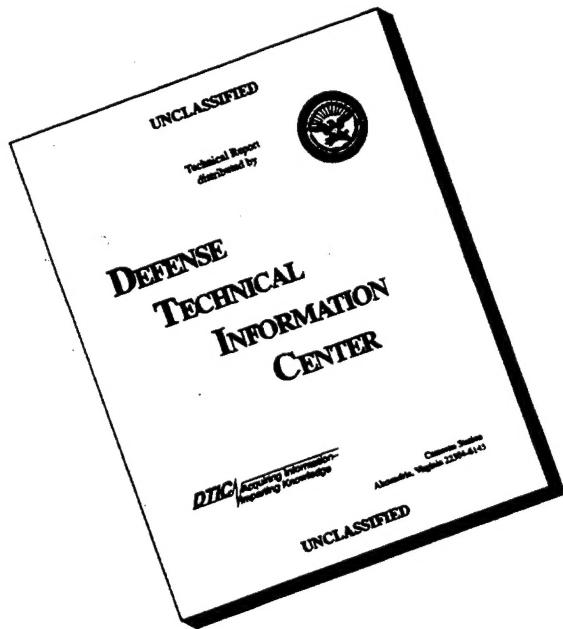
John Kantor
Michael Ford
Jennifer Heron

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**Navy-wide Personnel Survey (NPS) 1990-1995:
Summary of Trends**

John Kantor
Michael Ford
Jennifer Heron

Reviewed by
Joyce Shettel Dutcher

Approved and released by
Thomas A. Blanco
Director
Personnel and Organizational Assessment Department

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Navy Personnel Research and Development Center
53335 Ryne road
San Diego, CA 92152-7250

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Foreword

Administered annually since 1990, the Navy-wide Personnel Survey (NPS) is a major product of the Navy Survey Resource Center (NSRC) at the Navy Personnel Research and Development Center. The NPS examines the perceptions of personnel in a variety of areas including detailing and the assignment process, quality of life programs, organizational climate, and health issues. This information is valuable to managers and policy makers in program formulation and evaluation.

NPS 1995 was conducted under the sponsorship of the Chief of Naval Personnel (PERS-00) within reimbursable Work Unit 95WRPS500. Data collection concluded in mid-January 1996, and the results of the survey were briefed to the Chief of Naval Personnel, his staff, and sponsors in April 1996.

This technical note presents trends of core items represented in several of the previous Navy-wide Personnel Surveys (NPSs). Any questions regarding this report should be directed to Dr. John Kantor, (619) 553-7651 or DSN 553-7651.

THOMAS A. BLANCO
Director
Personnel and Organizational
Assessment Department

Executive Summary

The responses on six Navy-wide personnel surveys have been compared and charted in this report. Items with consistent wording were analyzed, and the results are depicted in graphs. Only those items that remained the same during those years were included in the comparisons. When interpreting results, only items that show two consecutive downturns or upturns should be considered trends. The statistical significance of each directional shift on the graph is purposefully omitted in favor of letting the reader decide the practical significance of each trend. The reason for this decision is that the large number of cases in the surveys causes even small differences in trends to be statistically significant, although many of those differences may not be practically meaningful. In interpreting the trends, a conservative estimate of error (+3% to -3%) should be applied. A 3 percent fluctuation around the actual percentage should be considered as no change. For example, if a 50 percent agreement with a statement changed from 1 year to another, such change should not be considered a change unless it fell below 47 percent or above 53 percent. Between 47 percent and 53 percent is considered the same as 50 percent. The results of the trend analysis are depicted in the graphs.

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Introduction

Problem

The morale and job performance of Navy personnel take on added importance in an era of downsizing, where each individual must contribute to the increased efficiency required of a reduced force in a still-hostile world. Navy personnel attitudes and opinions represent input vital to the development and continuous improvement of Navy policies and programs. Therefore, such opinions must be measured in a systematic and timely fashion, to furnish an accurate reflection of the views of the Navy's diverse and widespread membership.

Purpose

The Navy-wide Personnel Survey (NPS), administered annually since 1990, was designed to collect opinion data on a systematic basis and to provide timely information on issues of importance to policy makers. The annual sampling, representative of the entire Navy population, allows the identification and analysis of trends in opinions and attitudes toward plans, programs, and policies that materially affect the performance and morale of Navy personnel. The survey was also designed to accommodate the study of topics of compelling interest on a one-time basis. This technical note provides graphs of results obtained from the last five administrations of NPS.

Approach

The six previous NPS questionnaires were screened for questions that appeared on two or more of the surveys. The data for those questions were retrieved from the corresponding data bases and depicted on graphs. Questions that were reworded were not included in the analyses, because the meaning of the questions may have been changed with the change in the wording. The sampling represented 4 percent to 5 percent of the eligible enlisted and 11 percent to 12 percent of the eligible officer populations throughout the years. The overall return rates were between 44 percent and 47 percent for the entire sample throughout the years. Return rates are consistently lower for the enlisted population. Return rates increase by paygrade for both officer and enlisted populations. Chi-square and Analysis of Variance tests were used to establish trends.

Results

Background

Personal and Career. Both officers and enlisted reported a greater percentage of spouses as being employed full-time than in previous years (Question 9). They also reported virtually the same percentage of commands where both males and females are present (Question 24).

Nearly two-thirds of all Navy respondents report favorably on women having the ability to succeed in combat roles. Officer responses did reflect an upward trend and now are significantly more positive than enlisted respondents (73% to 62%). As this was only the second year the question was asked, more time is needed to establish a trend (Question 32a).

Enlisted and officer respondents report the same perception about women being accepted into combat roles. Women only transitioned to combatants in 1994 and that shift is still in progress. The steady state of officer responses and the 7 percent increase in enlisted positive agreement is most likely reflective of the exposure to a gradually increasing number of women in these roles (Question 32b).

Detailing and Assignment Process

Decreased numbers of officers and enlisted reported agreement that BUPERS ACCESS was easy to use and that it gave respondents the information they needed. A larger percentage of officers agreed that it made communication with their detailer easy, but enlisted found it less helpful in assisting with detailer communication. A larger percentage of officers than enlisted agreed that it helped to reduce the number of calls they made to their detailer (Question 44).

Overall, results indicated BUPERS ACCESS provided less satisfaction to enlisted personnel than in years past. However, the system was used only by 30 percent of enlisted personnel and 25 percent of officers. This system must be publicized to the Fleet and actively used by BUPERS personnel (Questions 44/45). The reason for the dissatisfaction with BUPERS ACCESS was attributed to the establishment of more advanced and user friendly communication networks, for example, homepage.

The majority of both officers and enlisted personnel feel that personal visit, detailer field trip, and naval message are the most effective methods to interact with detailers. A greater number of officers than enlisted feel that Letter/FAX methods are also effective. However, only 37 percent of officers and 47 percent of enlisted personnel did feel the duty preference card was effective (Question 45). There was virtually no change in the percentage of respondents currently on sea duty or within 1 year of returning to sea duty from previous years (Question 46).

Quality of Life Programs

Service Member and Family Support Programs

In comparison to previous years, officers and enlisted rated Deployment Support, FSC Counseling, and FSC Relocation Assistance more positively. Officers rated Personal Financial Management (FPM) more positively whereas enlisted rated Exceptional Family Member, Transition Assistance Management, and Housing Management more positively. There was virtually no change in officer and enlisted ratings of Sexual Assault Victim Assistance, Housing Referral, New Parent Support Teams, and overall Family Service Centers. Overall, 64 percent of officers who used the programs rated them as "good" or "very good," up from 44 percent in 1991. Sixty-five percent of the enlisted who used the programs rated them as "good" or "very good," up from 45 percent in 1991 (Question 50).

Both enlisted and officers showed an increase in satisfaction from previous years with the Navy Service Member and Family Support Services contribution to improving the quality of life (QOL) for respondents and their family members. Fifty-four percent of officers and 49 percent of enlisted personnel think family support programs improve their QOL.

Both officer and enlisted responses showed virtually no change from previous years in the percentage of agreement with satisfaction of the quality of Service Member and Family Support Services in the Navy. The majority of both groups favorably evaluated the quality of family support services (Question 51b). They also showed virtually no change from previous years with their satisfaction of the availability of Service Member and Family Support Services in the Navy. The majority of both groups favorably evaluated the availability of family support services (Question 51c).

Morale, Welfare, and Recreation (MWR) and Housing

Both officers and enlisted showed an increase in their satisfaction of their present “living conditions having a positive effect on their job performance.” Currently, 72 percent of officers and 51 percent of enlisted report their living arrangements have a positive effect on their job performance, up from 65 percent and 42 percent 2 years ago (Question 67a). The present living conditions also favorably affected their retention decisions (Question 67b).

There is no change in the perceptions that respondents could afford the things they or their family need(s) from 1990 (Question 67c). Neither officers nor enlisted reported any change in their overall satisfaction with their quality of life from previous years. However, officers are significantly more satisfied with their quality of life compared to enlisted personnel (Question 67d).

Child Care

Only 4 percent of the officers and 7 percent of the enlisted reported that child care needs are interfering with their job performance. These figures are getting lower in comparison with previous years responses (Question 72). Officers reported no difference in satisfaction with their current child care arrangements from previous years; enlisted responses showed an increase in their satisfaction (Question 74).

Organizational Climate

Job Satisfaction

Neither officer nor enlisted responses showed change in satisfaction with their current job (Question 91c) or how they like the work they do in the Navy (Question 91d) during the past few years. They also reported virtually no change in their satisfaction with physical working conditions (Question 91e), their satisfaction with career development from previous years (Question 91f), and how they enjoy their career in the Navy from previous years (Question 91g). The majority of officers and enlisted reported that they are glad they chose the Navy over other organizations (Question 91h).

Whereas enlisted reported virtually no difference from previous years in their percentage of agreement about the fact that they think they are adequately paid for the job they do, there was an increase in the percentage of officer responses on the same question (Question 92a). There was no change in the opinion that the amount they are paid and their retirement pay are important reasons to stay in the Navy (Question 92b and 92c).

While there was virtually no change from previous years in the percentage of enlisted who believe they will stay in the Navy until retirement, officers reported less certainty about their belief that they were going to stay. There was an increase among officers and enlisted who were not sure of their Navy career plans (Question 97). This may be the result of uncertainty associated with downsizing.

Although satisfaction with the quality of leadership was slightly up for this year, overall it has been declining since 1990 (Question 99d).

Force Reduction and Base Closure Issues

While enlisted responses showed virtually the same percentages of agreement as in previous years that "downsizing is being carried out in a way that is fair to all members, including women and racial minorities," officer responses improved in 1995 compared to previous years (Question 104a). However, only a quarter of officers and enlisted are in agreement that after downsizing, the Navy will be capable of carrying out its mission efficiently and effectively (Question 104d). While about the same percentage of enlisted as in previous years would accept a separation bonus before their current enlistment/obligation is up, there was a slight increase among officers who would accept it (Question 104o). A similar number of officers and enlisted as in previous years would leave at the end of their current enlistment/obligation if suitable civilian employment were available (Question 104t). There was a decrease from previous years in the percentages who responded that their current assigned base or ship will close due to downsizing (Question 105).

Command Events

There were virtually no changes from previous years in percent of agreement that excessive use of alcohol by participants and guests at command events is not tolerated (Question 107a), and that sexually suggestive activities, props, costumes, skits, gags, or gifts are not tolerated at command events (Question 107b). The fact that command members are not pressured to participate in command events also remained unchanged from previous years (Question 107c). The vast majority also agree that command events are conducted in a manner that upholds high professional standards (Question 107d), unchanged through the years.

Health Issues

Navy Drug/Alcohol and Obesity Program Policies

About half of enlisted and officers throughout the years agree that existing regulations on the use and abuse of alcohol should be more strictly enforced (Question 109a). An increasing number of Navy members are in agreement that penalties for the abuse of alcohol at their command are sufficient (Question 109b). Whereas enlisted responses showed virtually the same percentages of agreement as in previous years that at their command, the Navy's policies on alcohol use/abuse are applied fairly across all paygrades, officers were in greater agreement on this issue (Question 109c). Both officers and enlisted reported a slight increase in understanding the difference between alcohol use and abuse (Question 109d). Sixty percent of officers and enlisted reported, as in previous years, that treatment for problems related to alcoholism and alcohol abuse has a negative effect on their careers (Question 109e). Both officers and enlisted reported a decreased availability

of immediate intervention and referral to treatment for those with alcohol problems (Question 109f). This may be due to change and consolidating some facilities.

Health Promotion Programs

There was no reported change from previous years in the encouragement of healthy stress management/stress reduction skills at their commands (Question 110d).

HIV/AIDS Education

When asked how much HIV/AIDS information they have received in the past 12 months from the seven specific sources, respondents reported as follows. Both officers and enlisted received less than a "great deal" of information in comparison with previous years from the following sources: military classroom training; drug/alcohol counselors/training; Armed Forces Radio and Television (AFRT); chaplains; training videos; doctors, counselors, and treatment at sexually transmitted disease (STD) clinics. Both groups of respondents reported that they received about the same amount of HIV/AIDS information as in previous years from commercial media (Question 122 a through g).

Summary

Generally, officers hold more positive views about the Navy than enlisted personnel. Some of the downward trends in perceptions about Navy programs during the last few years seem to be turning around in the 1995 NPS. The upward trends generally relate to the service member and family services area in which both officers and enlisted personnel showed improved satisfaction during the past few years.

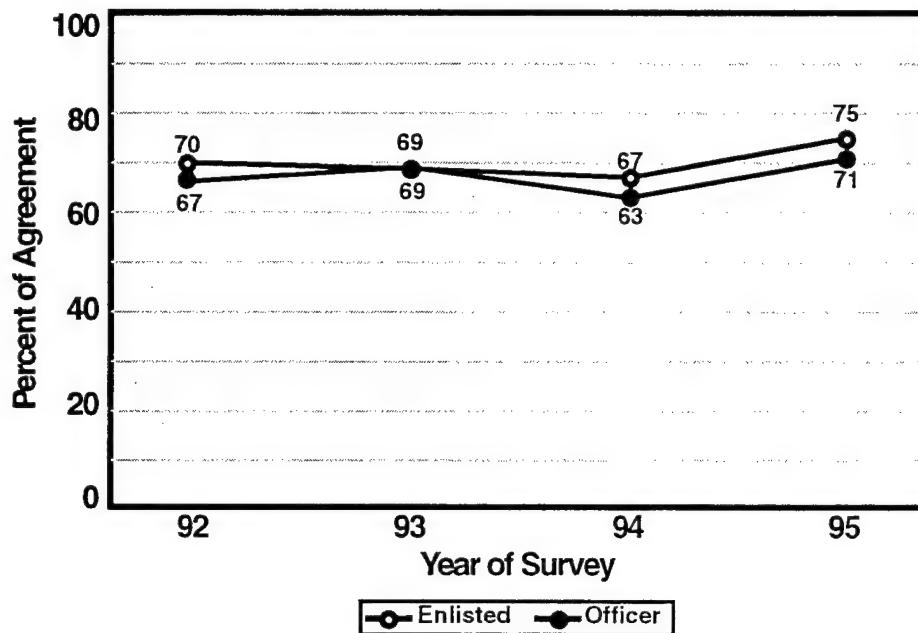
Most of the trends depicted in the charts are statistically significant. However, it is left to the reader to determine the practical significance of a trend. In cases where the sample size is large, such as the NPS, even the smallest change may be statistically significant. However, those differences may not have any practical importance. Therefore, caution should be exercised in the interpretation of trends.

Another issue in interpreting trends is that the reader may interpret a change in direction as a trend, even if it represents only a single occurrence. Only two consecutive declines or increases should be interpreted as a trend--a change for any given year may only be a random occurrence.

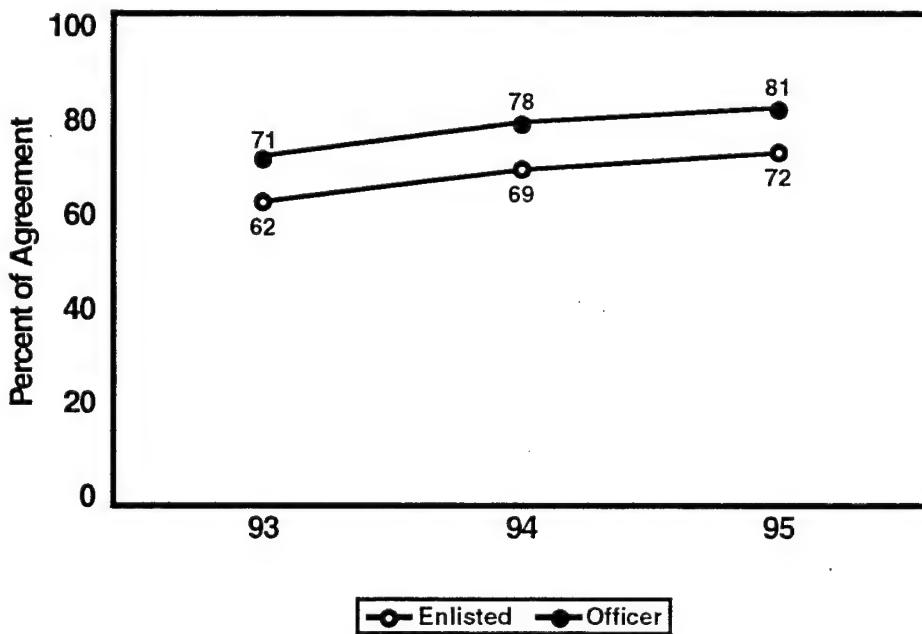
The sequence of graphs in this report corresponds to the sequence of questions in the NPS 1995. A copy of the 1995 NPS appears in the appendix.

Graphs of NPS Trends

(Q9)
Spouse is employed full time.

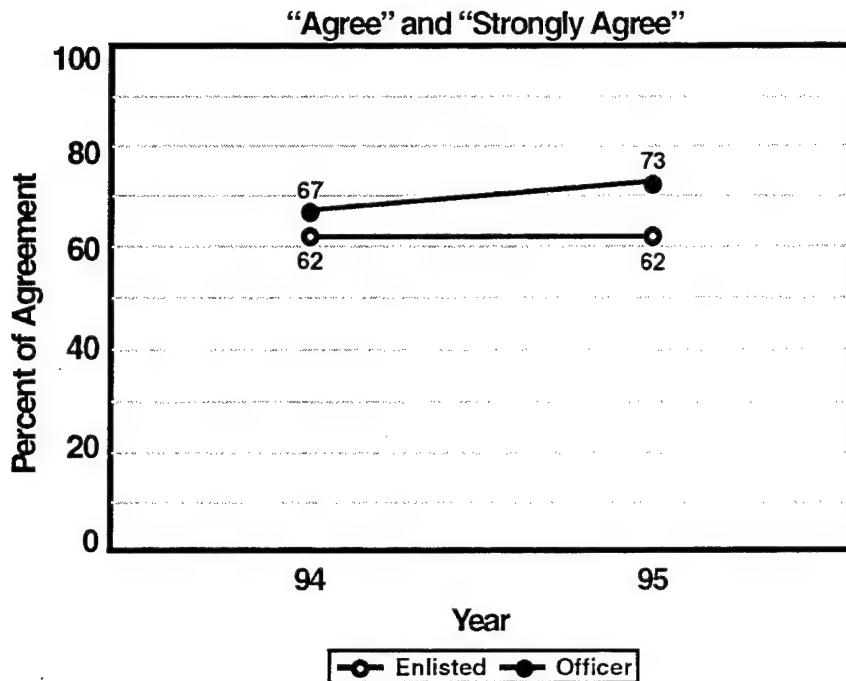


(Q24)
**Males and females
are present at Command.**



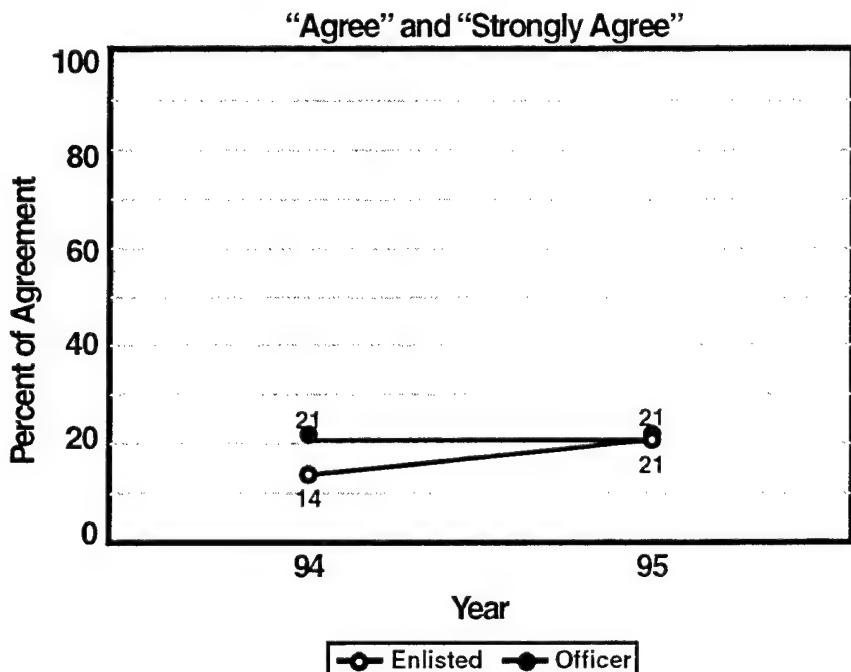
(Q32a)

Women have the ability to successfully carry out the duties of their combat roles in the Navy.



(Q32b)

Women are fully accepted in their combat roles in the Navy.



(Q44)

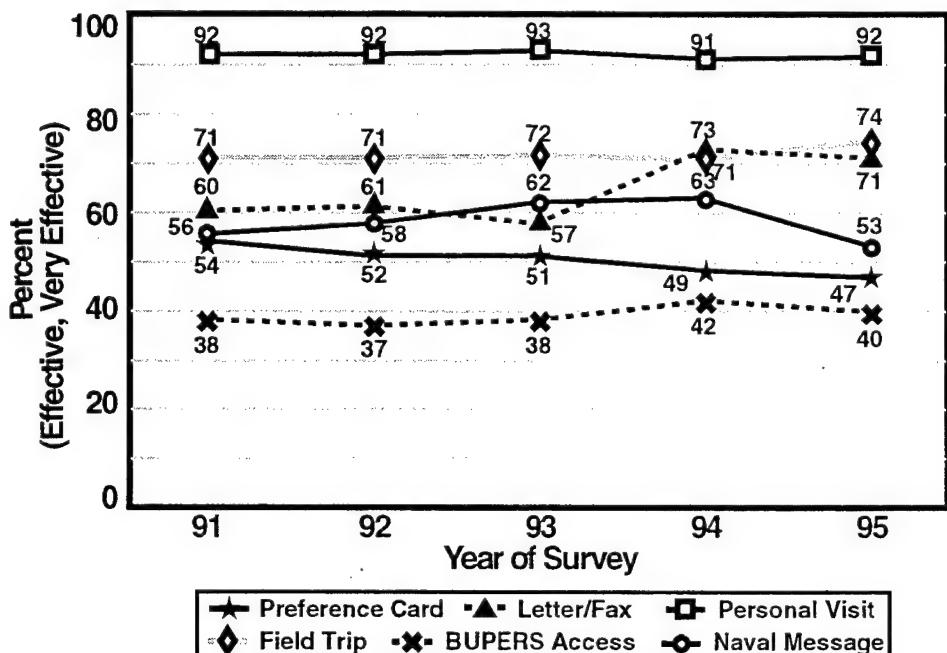
If you have used the BUPERS ACCESS computer bulletin board, please rate the system.

“Agree” or “Strongly Agree”

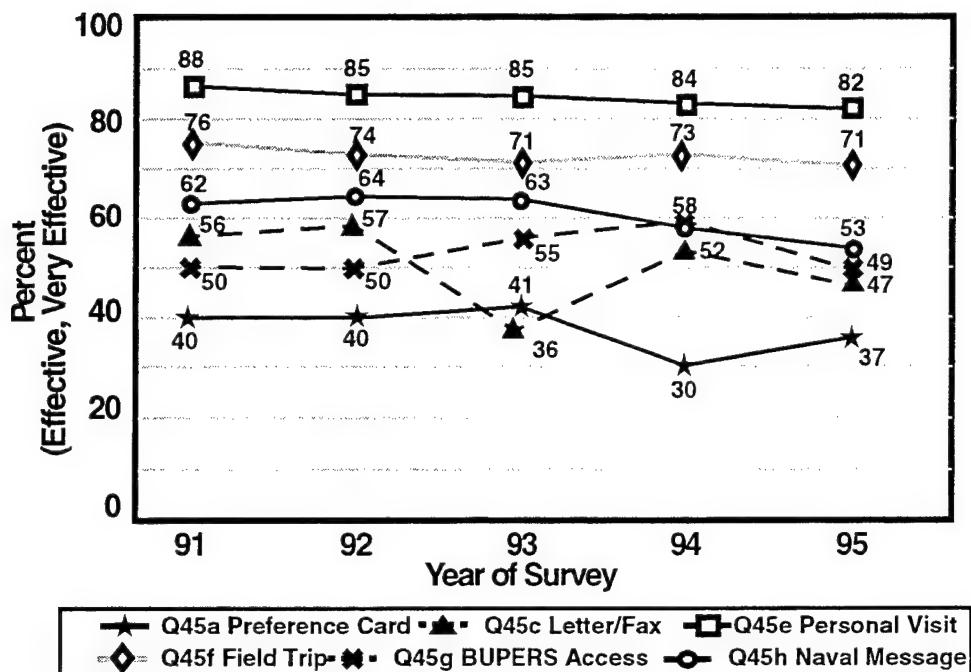
Statement	Enlisted					Officer				
	1991	1992	1993	1994	1995	1991	1992	1993	1994	1995
Easy to use.	56%	36%	80%	78%	53%	59%	47%	77%	77%	61%
Gave me information I needed.	47%	35%	74%	76%	62%	45%	43%	72%	66%	63%
Easier to communicate with detailer.	39%	22%	47%	41%	33%	35%	23%	26%	23%	22%
Reduced the number of calls I make to my detailer.	-	20%	40%	36%	33%	-	21%	23%	22%	21%

(Q45)

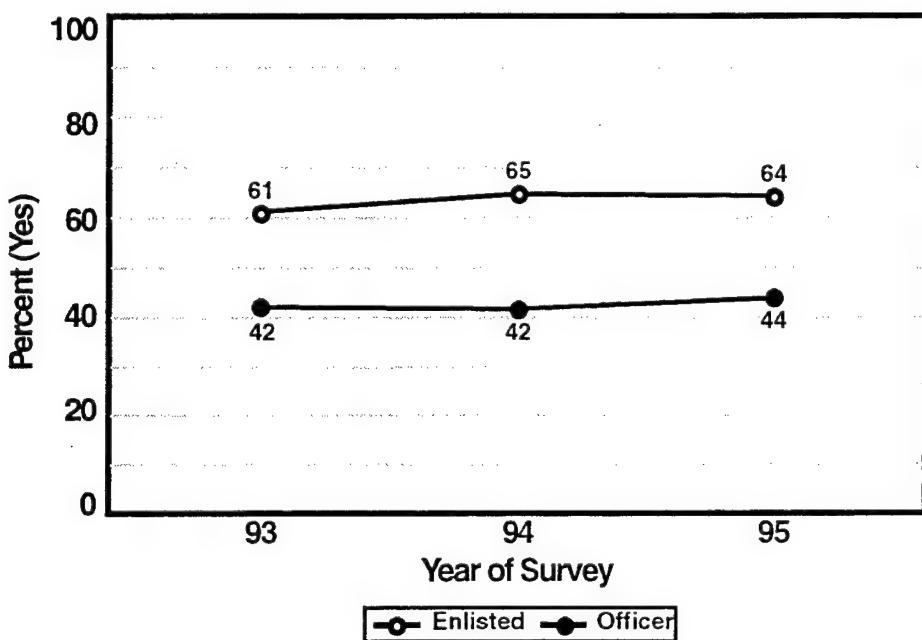
Effectiveness of each method of interacting with detailer (Officers).



(Q45)
Effectiveness of each method of interacting with detailer (Enlisted).



(Q46)
Are you currently on sea duty or within one year of returning to sea duty?



(Q50)

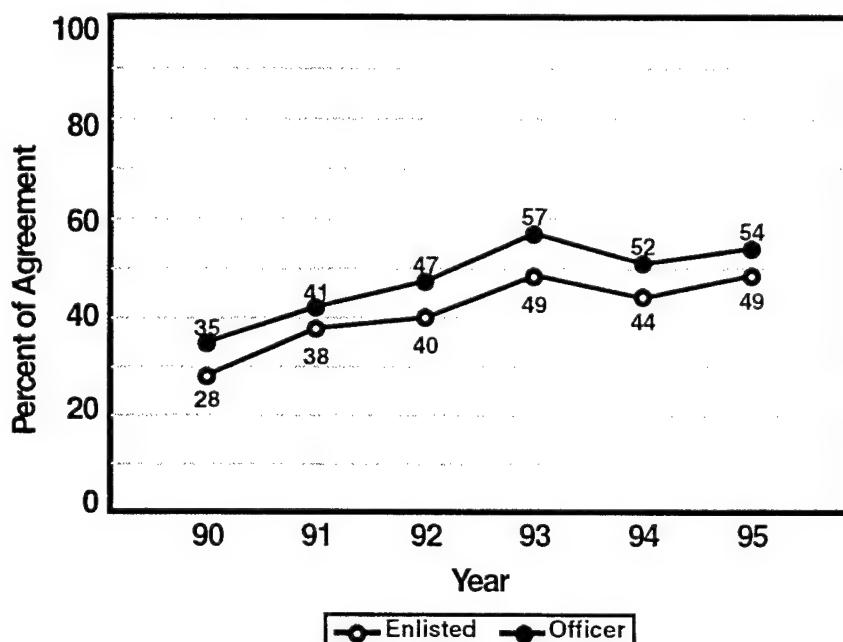
How do you rate the quality of each of the Service Member and Family Support Programs/Services at your present duty station?

“Good” or “Very Good”

Program	Enlisted					Officer				
	1991	1992	1993	1994	1995	1991	1992	1993	1994	1995
Deployment Support	42%	35%	33%	51%	60%	51%	45%	46%	61%	68%
Counseling	-	-	-	-	69%	-	-	-	-	69%
Exceptional Family Member	-	38%	44%	50%	61%	-	49%	54%	65%	64%
Relocation Assistance	39%	33%	42%	58%	66%	34%	35%	48%	60%	64%
Transition Assistance Management	-	49%	57%	71%	72%	-	53%	62%	75%	76%
Sexual Assault Victim Assistance	-	52%	54%	58%	59%	-	47%	55%	57%	59%
Housing Referral Service	-	-	-	55%	55%	-	-	-	54%	53%
Housing Management Support	-	-	-	44%	49%	-	-	-	45%	42%
FSC Family Education Programs	-	-	-	-	64%	-	-	-	-	60%
New Parent Support Team	-	-	-	65%	64%	-	-	-	62%	64%
Personal Financial Management (PFM)	-	56%	57%	61%	61%	-	50%	55%	56%	63%
Spouse Employment Assistance Program	-	-	-	-	46%	-	-	-	-	32%
Family Advocacy Program (FAP)	-	-	-	-	51%	-	-	-	-	48%
Family Service Centers (overall)	45%	46%	53%	64%	65%	44%	44%	54%	63%	64%

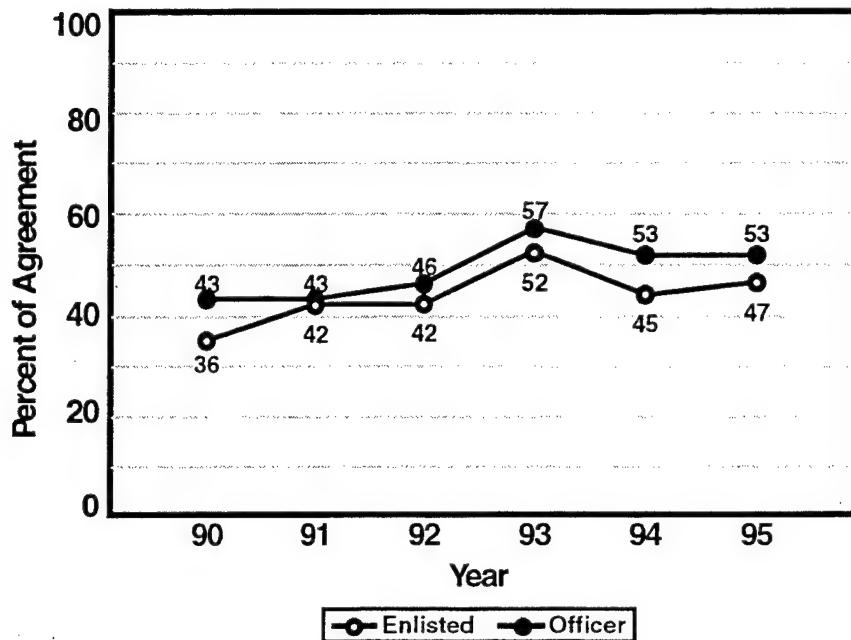
(Q51a)

Navy Service Member and Family Support Services improve quality of life for me and my family.



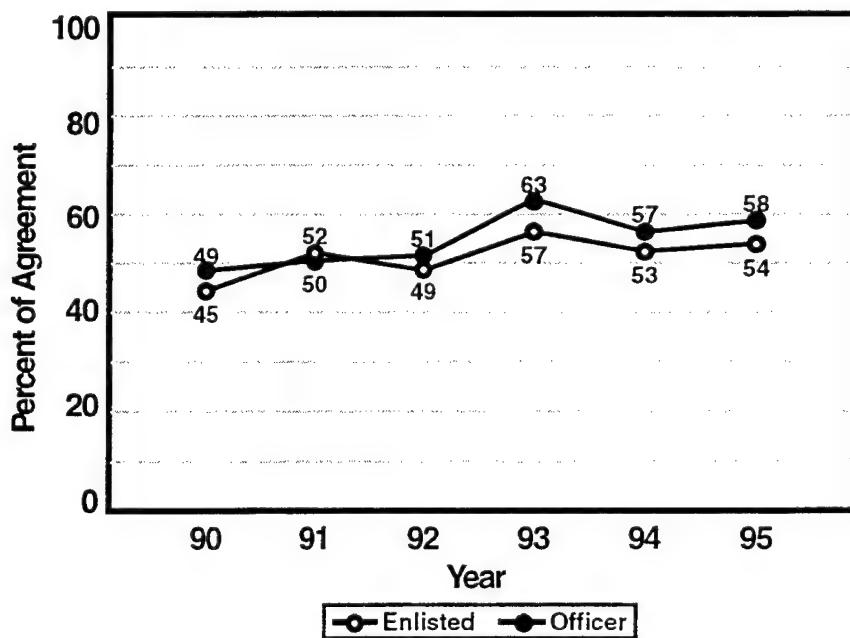
(Q51b)

I am satisfied with the quality of Service Member and Family Support Services in the Navy.



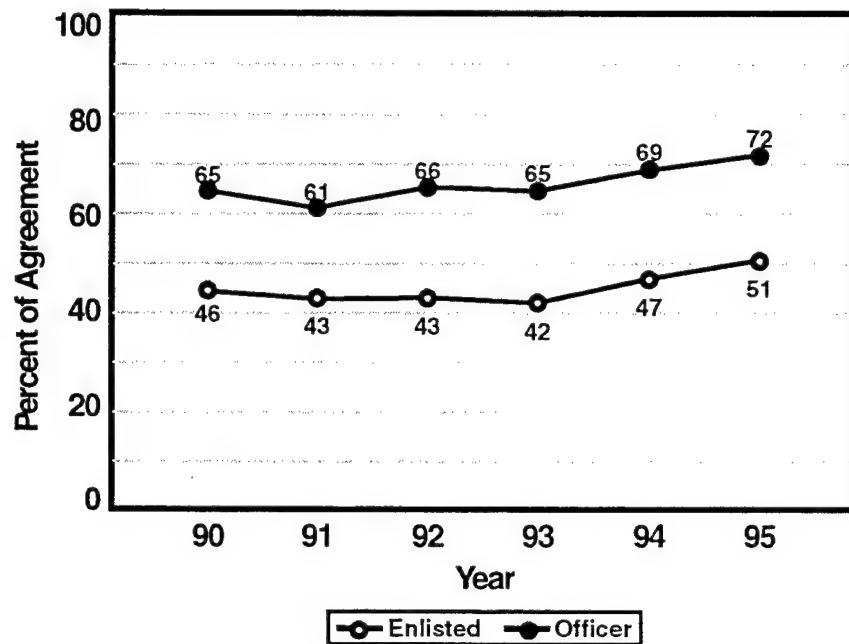
(Q51c)

I am satisfied with the availability of Service Member and Family Support Services in the Navy.



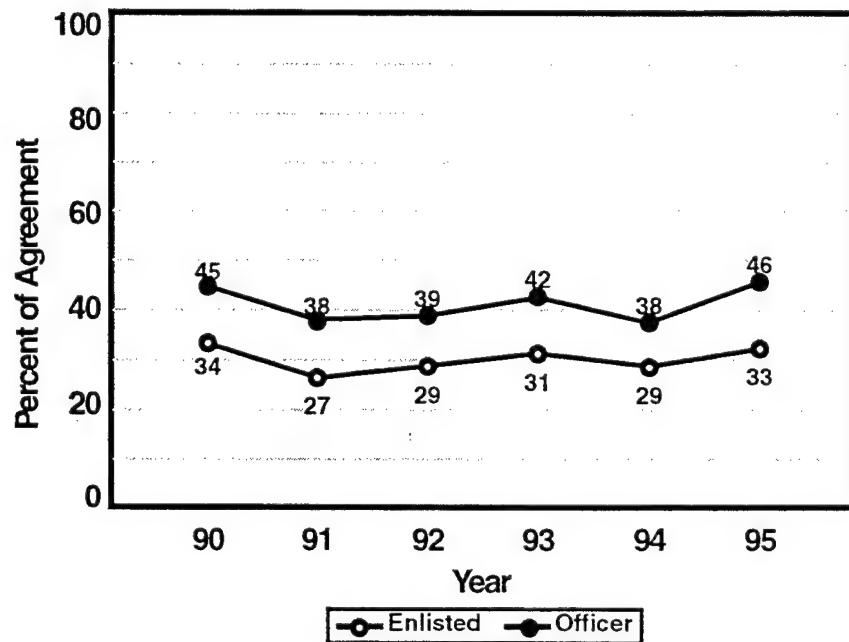
(Q67a)

My present living conditions are having a positive effect on my job performance.

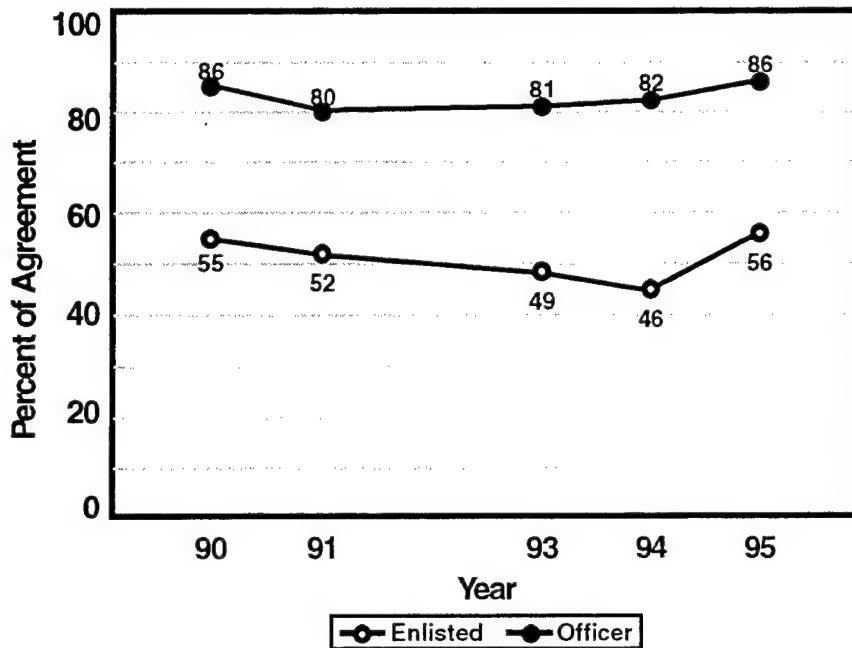


(Q67b)

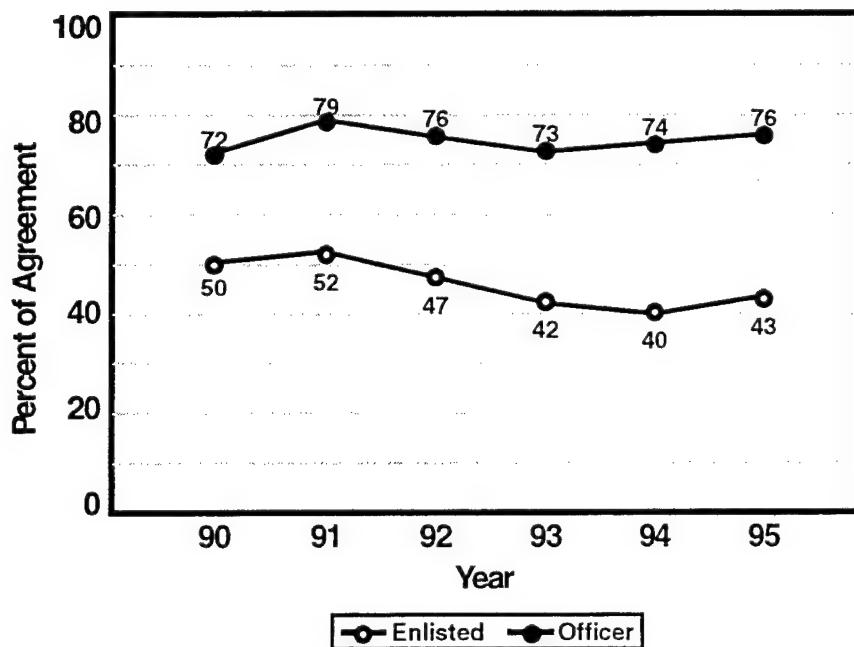
My present living conditions favorably affect my retention decision.



(Q67c)
**In general, I can afford the
things I or my family need(s).**

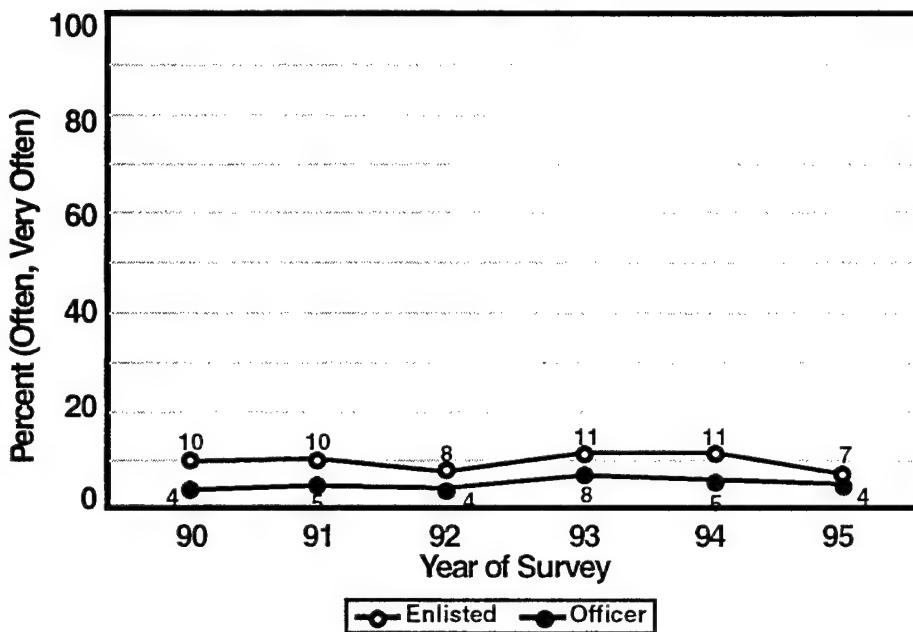


(Q67d)
Overall, I am satisfied with my quality of life.



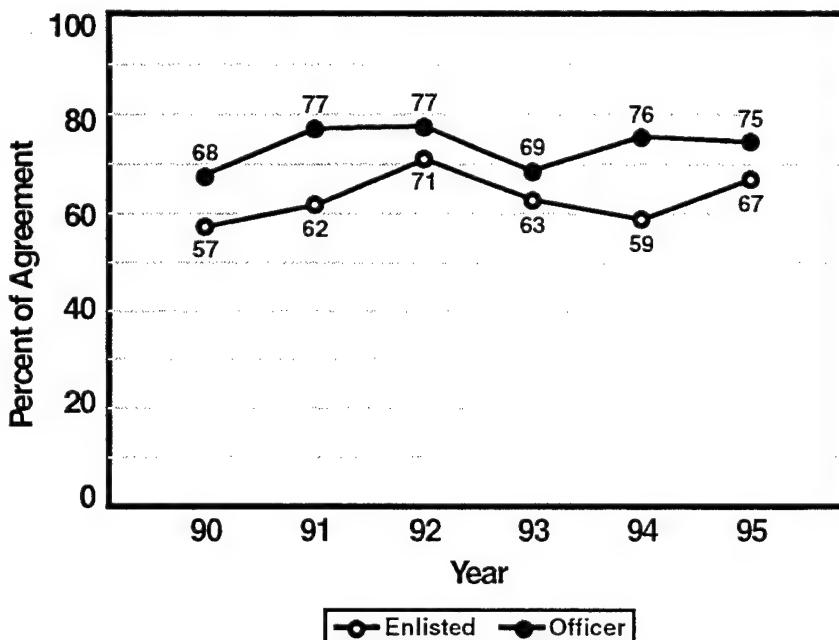
(Q72)

**Do you feel that your child care
needs interfere with job performance?**

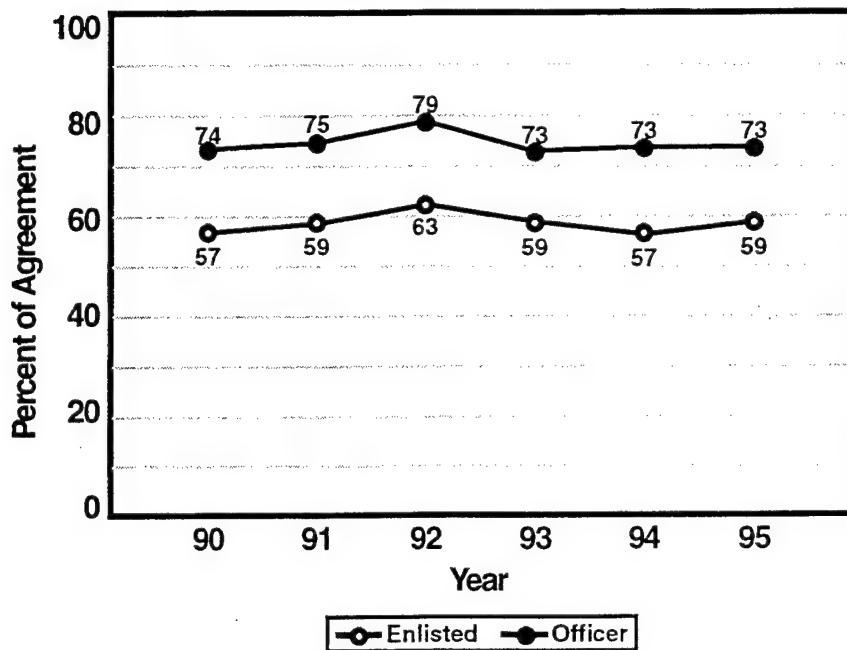


(Q74)

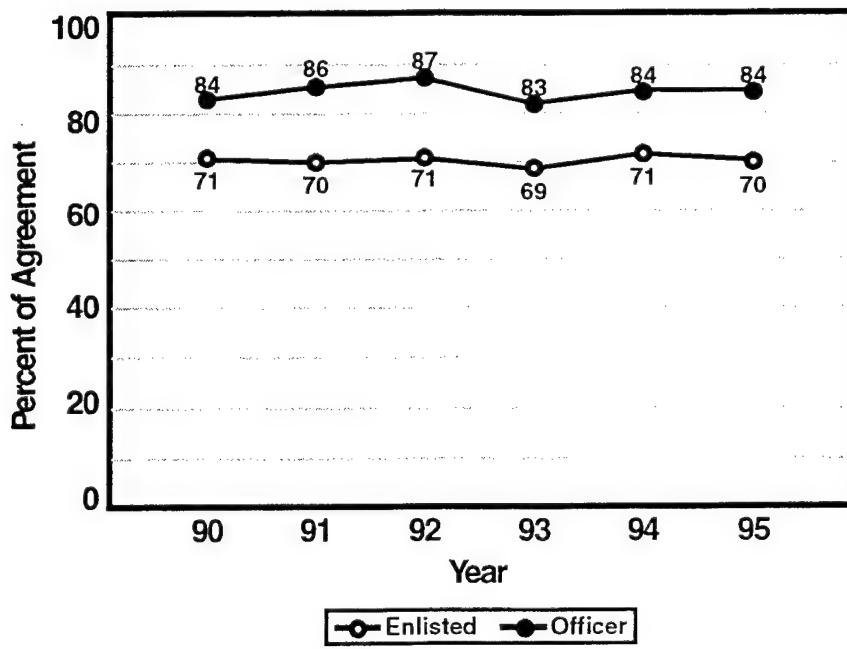
I am satisfied with my current child care arrangements.



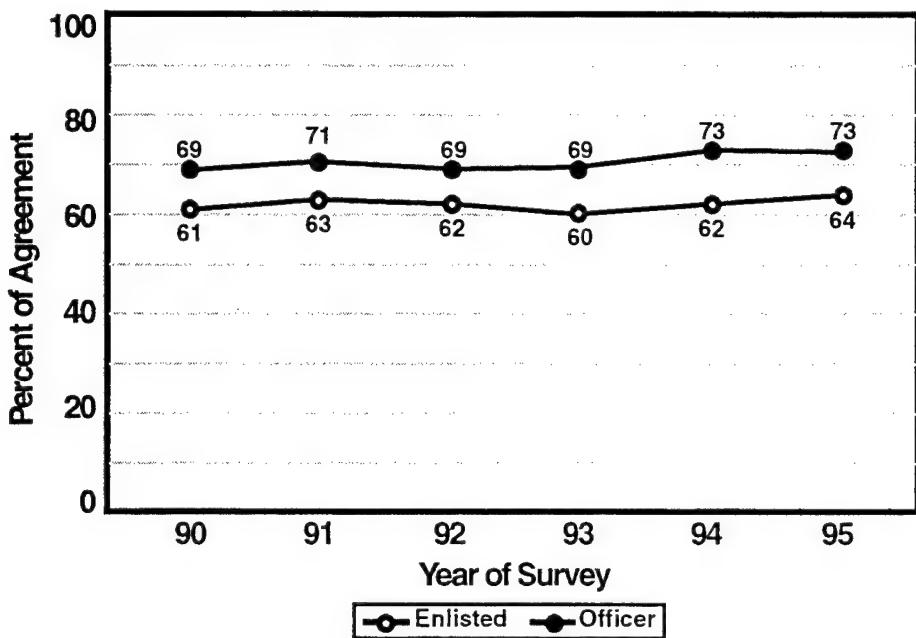
(Q91c)
I am satisfied with my current job.



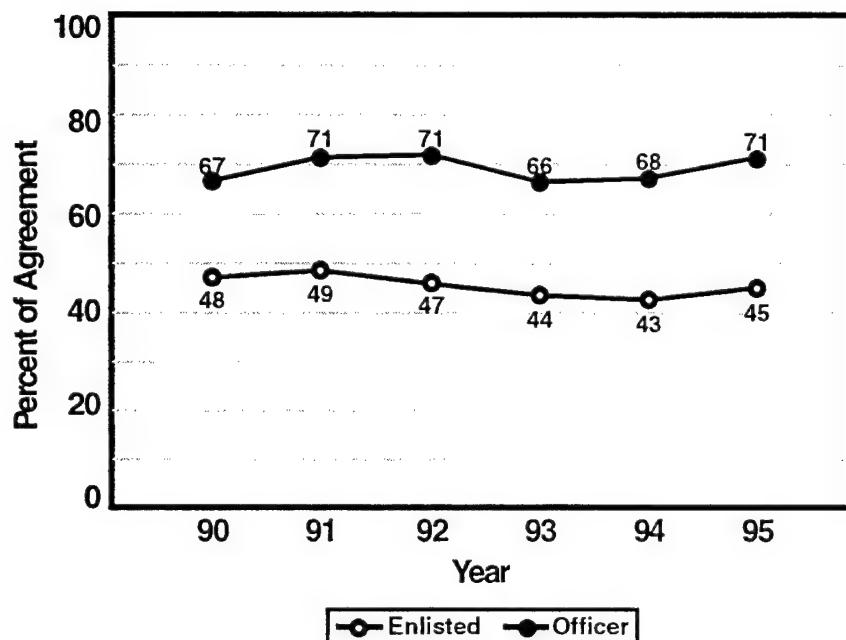
(Q91d)
In general, I like the work I do in the Navy.



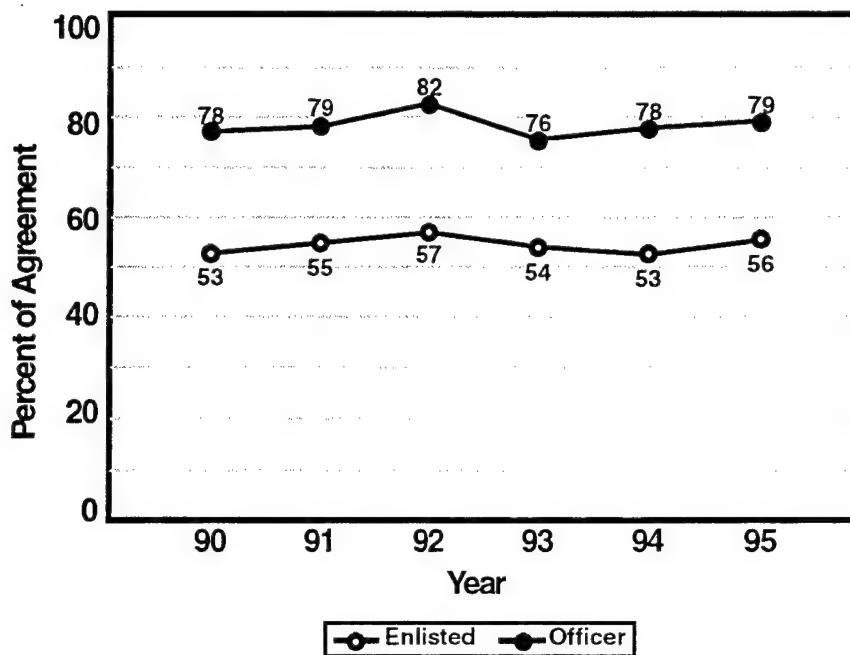
(Q91e)
I am satisfied with physical working conditions.



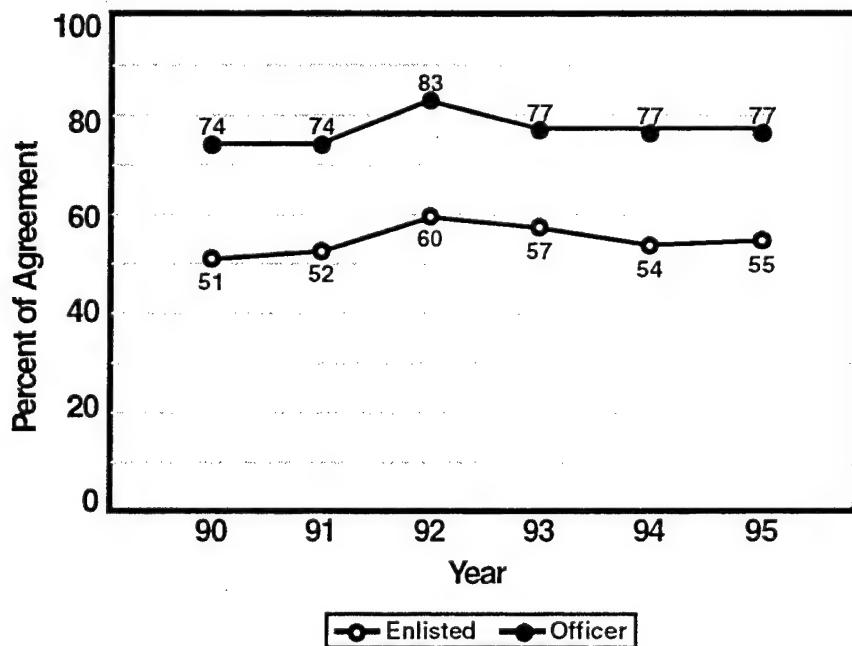
(Q91f)
I am satisfied with my career development.



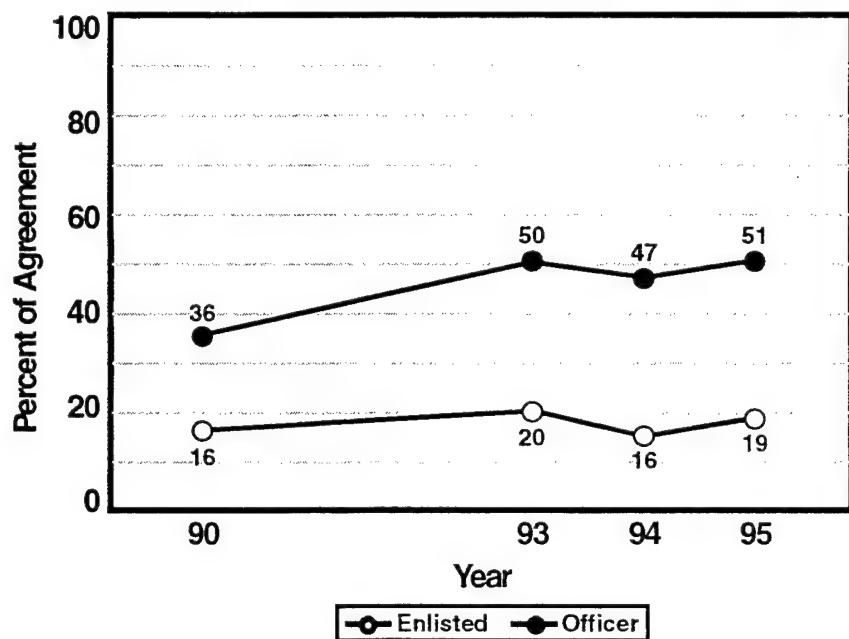
(Q91g)
I enjoy my career in the Navy.



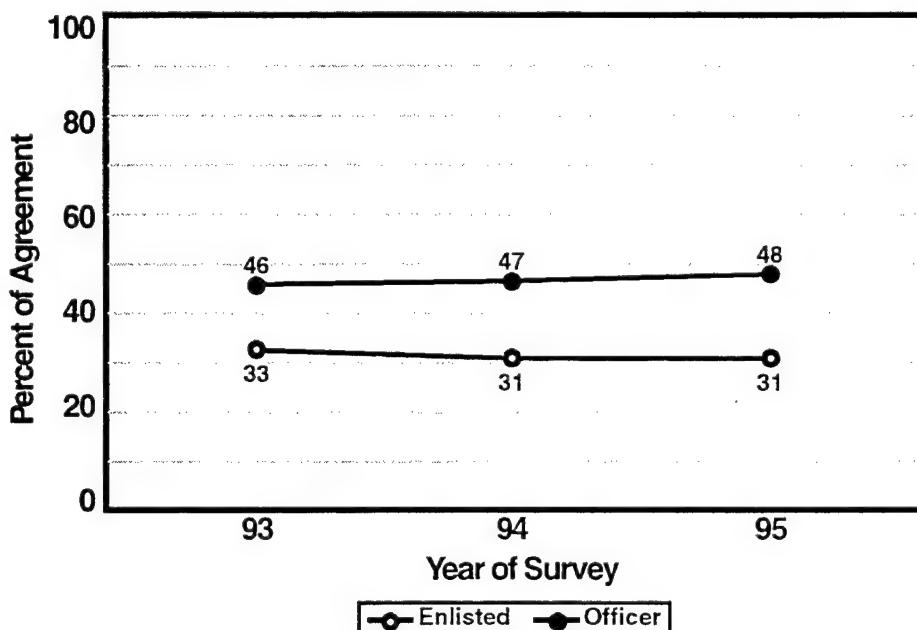
(Q91h)
I am glad I chose the Navy over other organizations.



(Q92a)
I think I am adequately paid for the job I do.

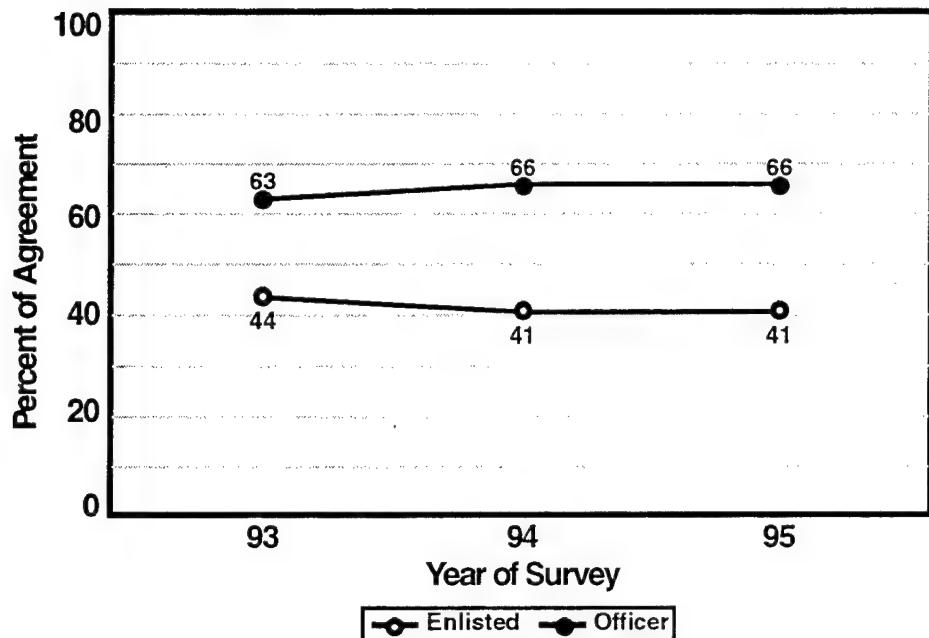


(Q92b)
The amount I am paid is an important reason for me to stay in the Navy.



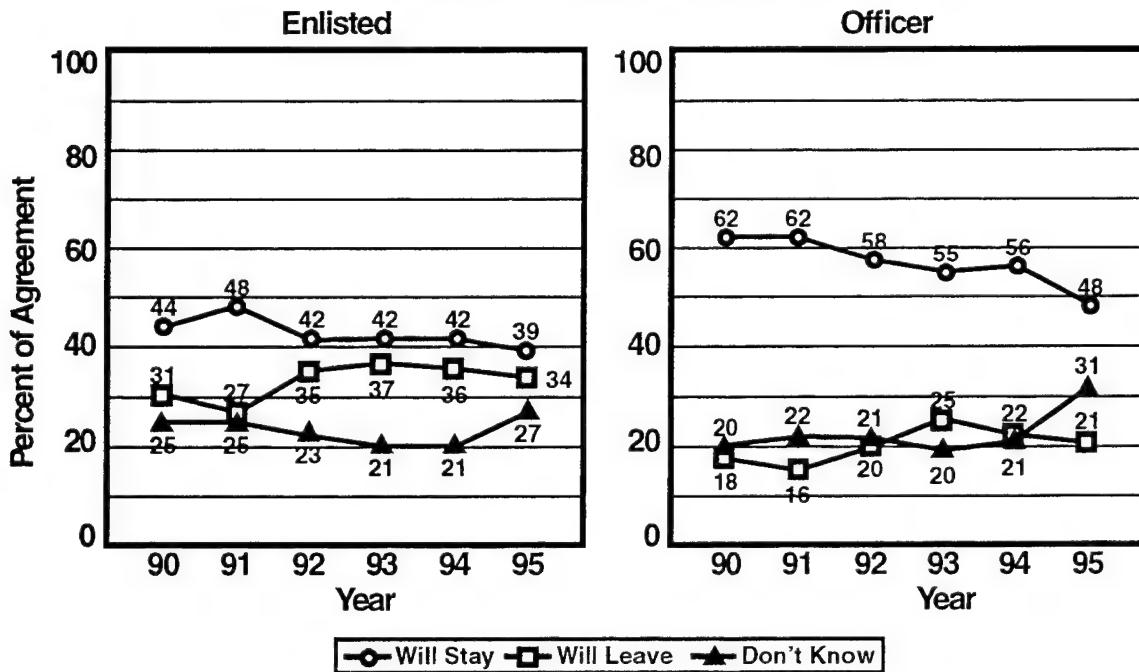
(Q92c)

Retirement pay is an important reason for me to stay in the Navy until retirement.

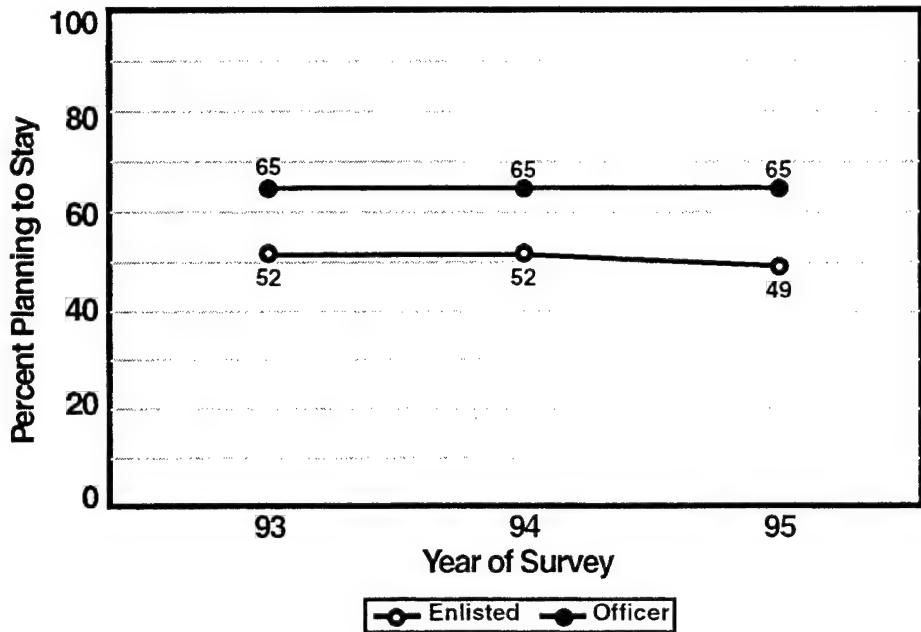


(Q97)

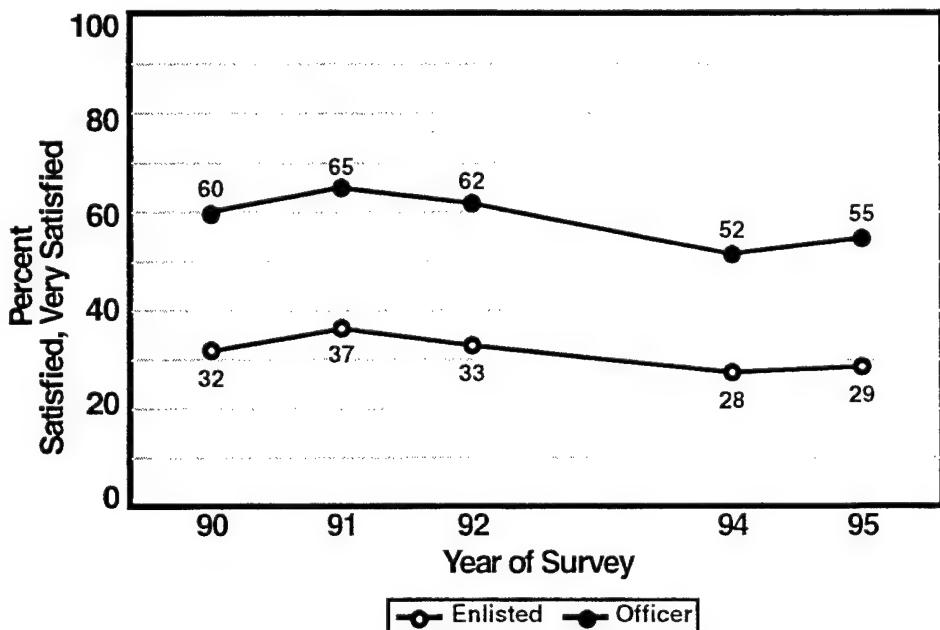
What are your Navy career plans?



(Q98a)
What were your Navy career
plans 12 months ago?

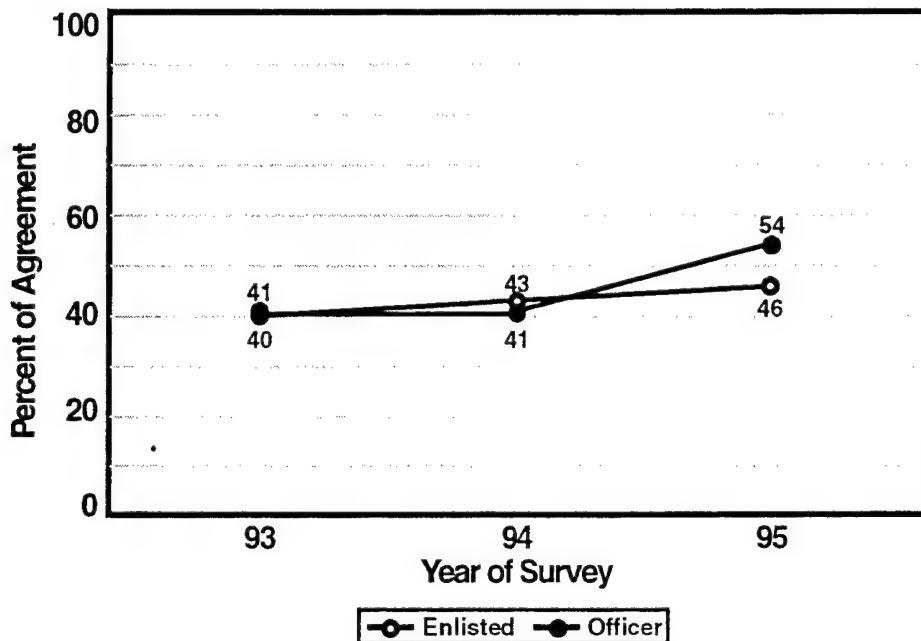


(Q99d)
Quality of leadership/management.



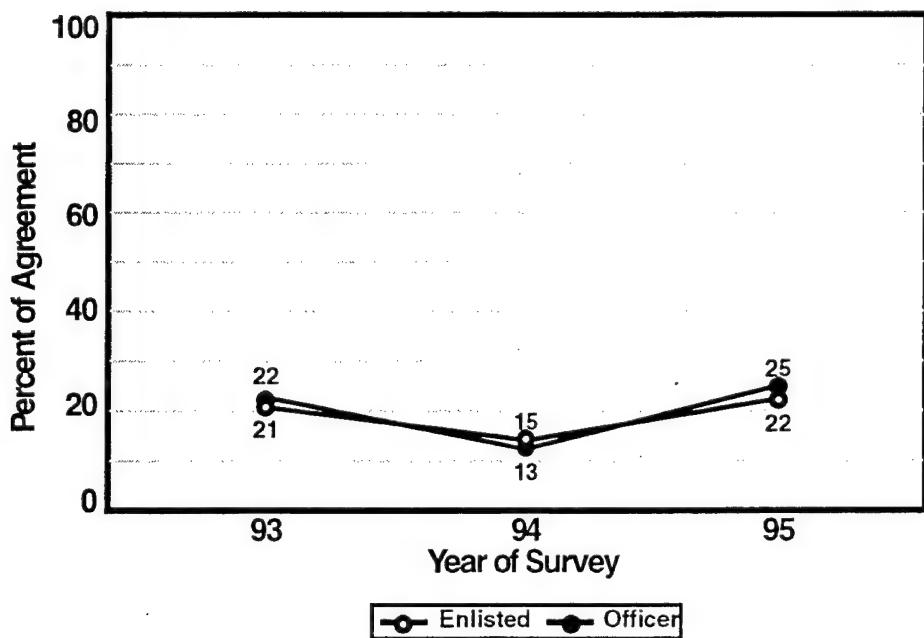
(Q104a)

Downsizing is being carried out in a way that is fair to all members, including women and racial minorities.



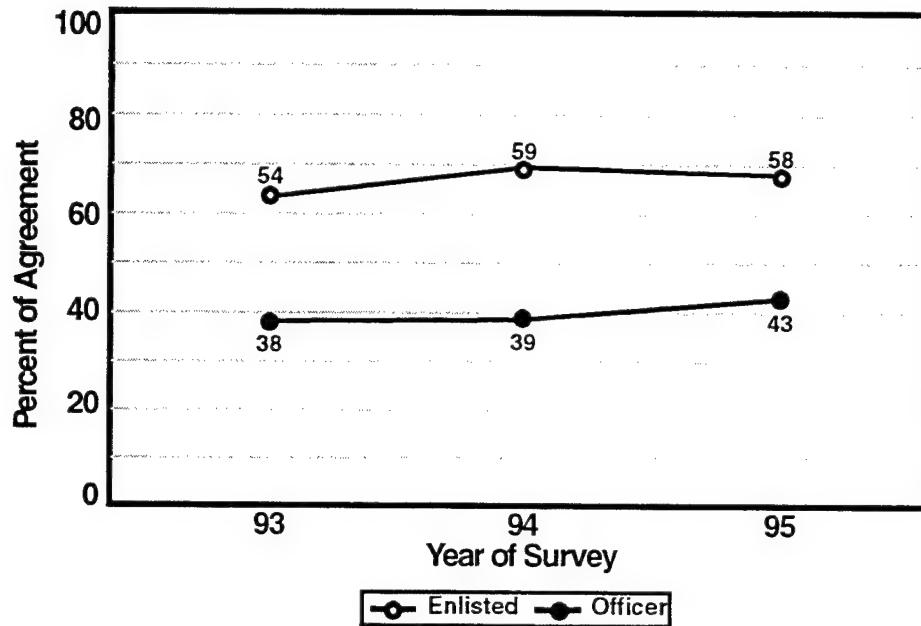
(Q104d)

After downsizing, the Navy will be capable of carrying out its mission efficiently and effectively.



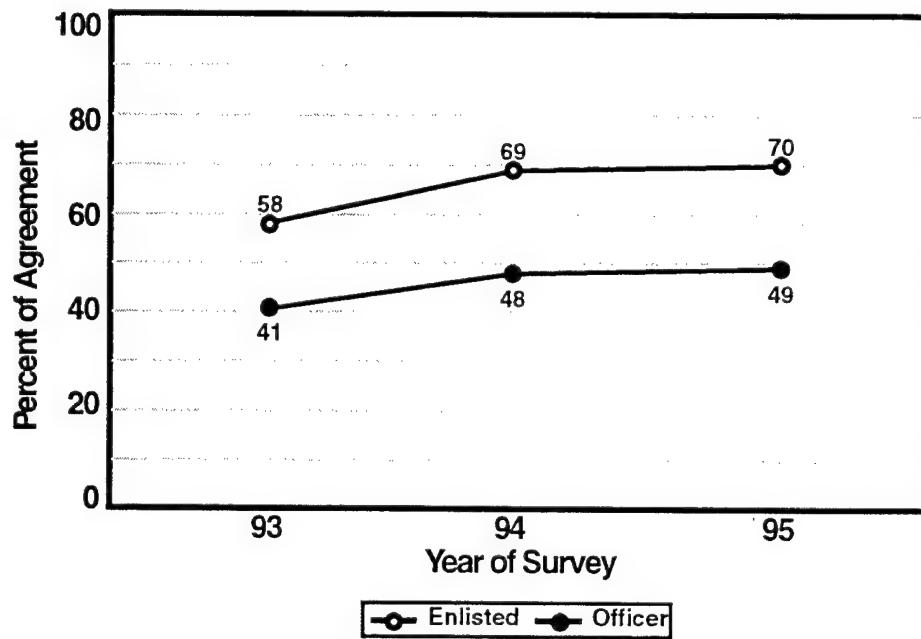
(Q104o)

If offered a separation bonus to leave before my current enlistment/obligation is up, I would accept it.



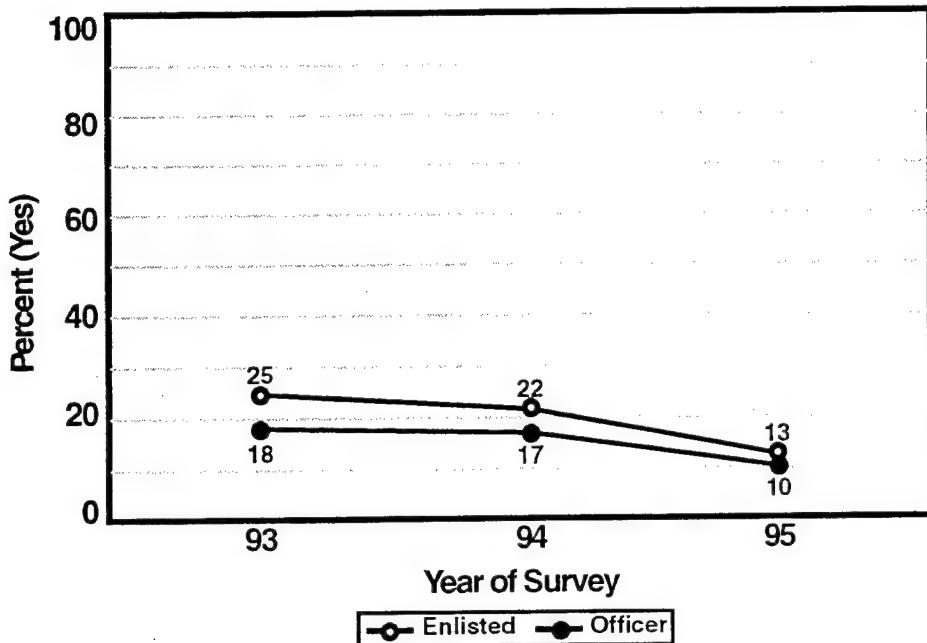
(Q104t)

I would leave at the end of my current enlistment/obligation if suitable civilian employment were available.



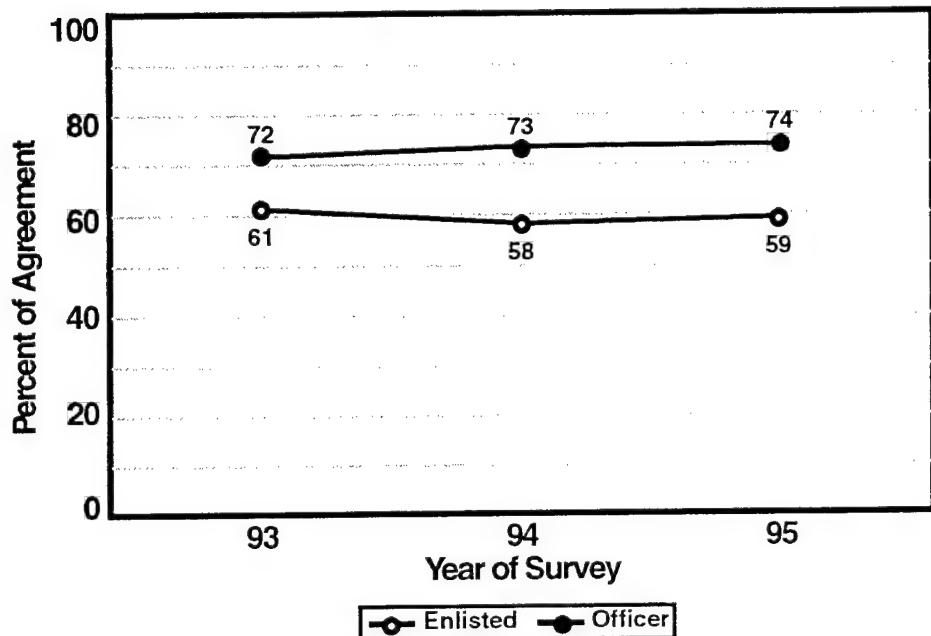
(Q105)

I am currently assigned to a base or a ship that will close due to downsizing.

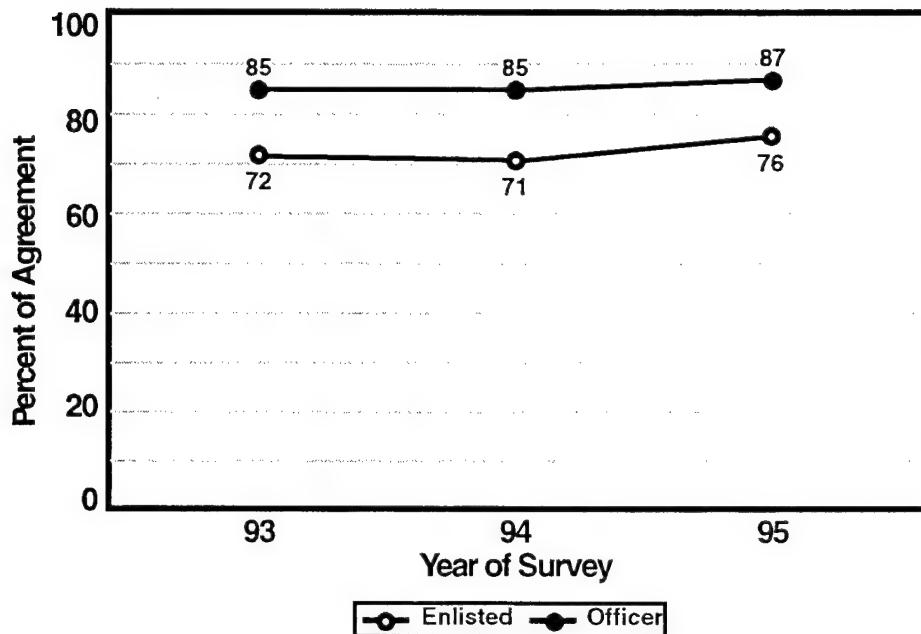


(Q107a)

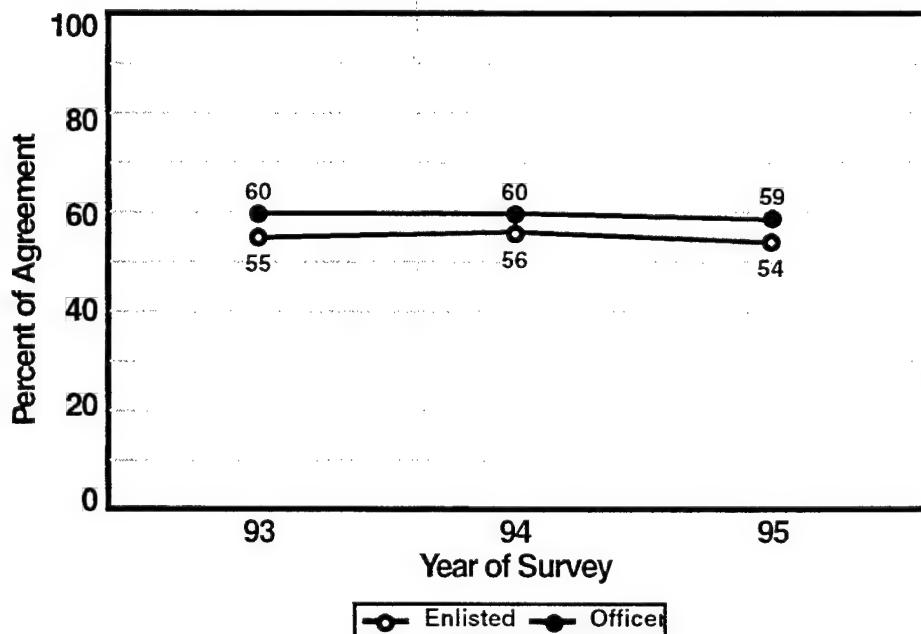
Alcohol abuse is not tolerated at command events.



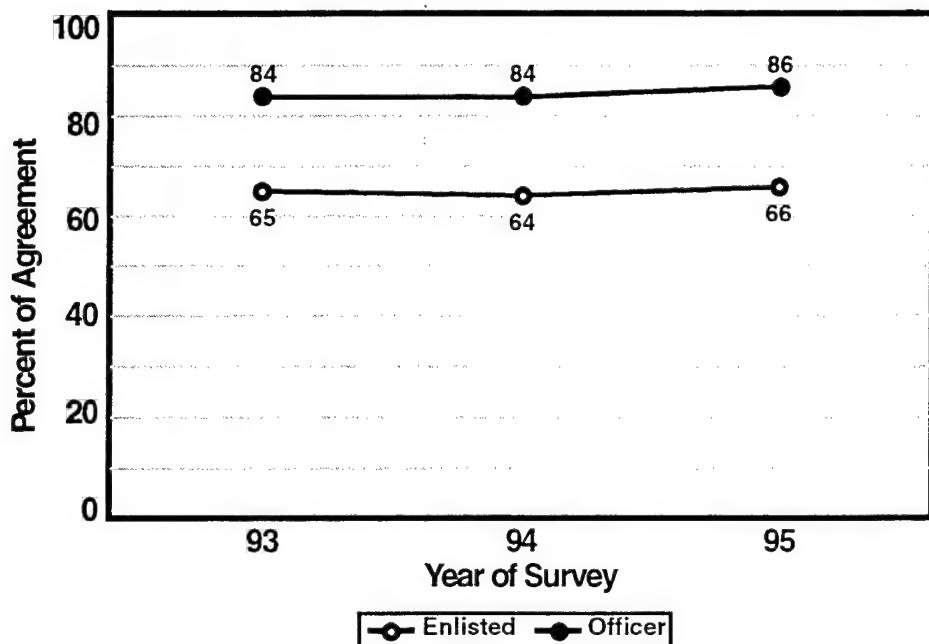
(Q107b)
**Sexually suggestive behavior is
not tolerated at command events.**



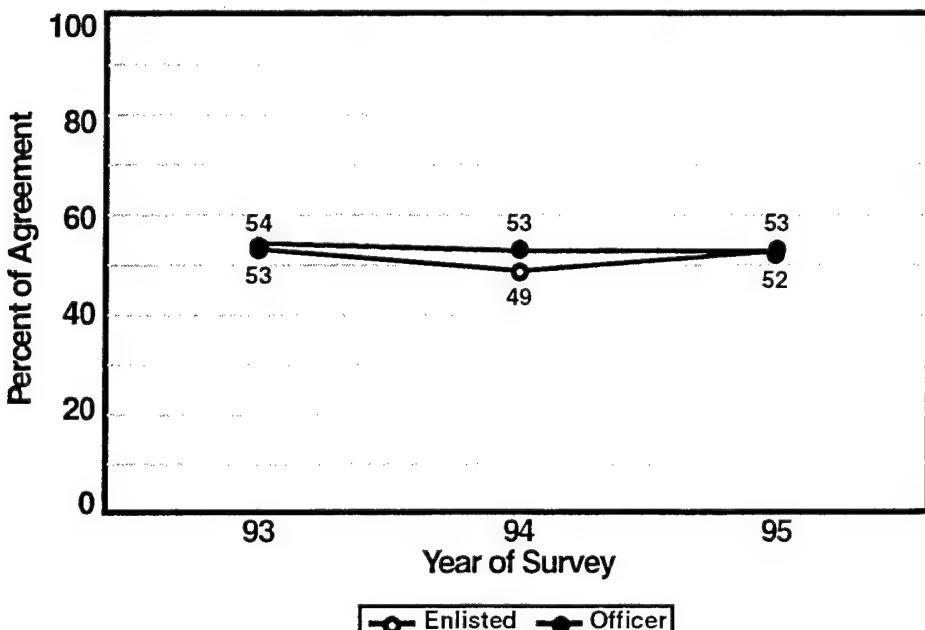
(Q107c)
**Command members are not pressured
to participate at command events.**



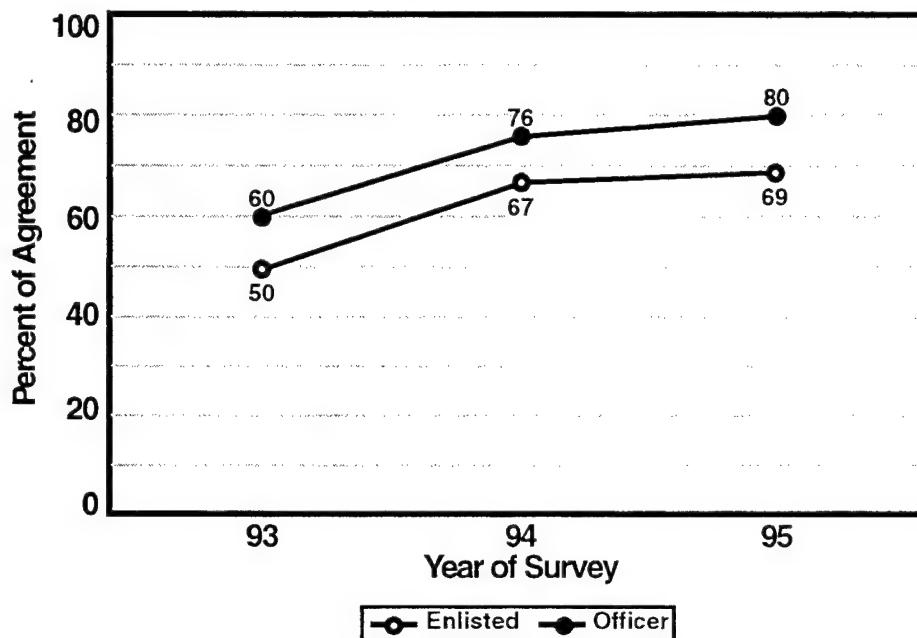
(Q107d)
Command events uphold high standards.



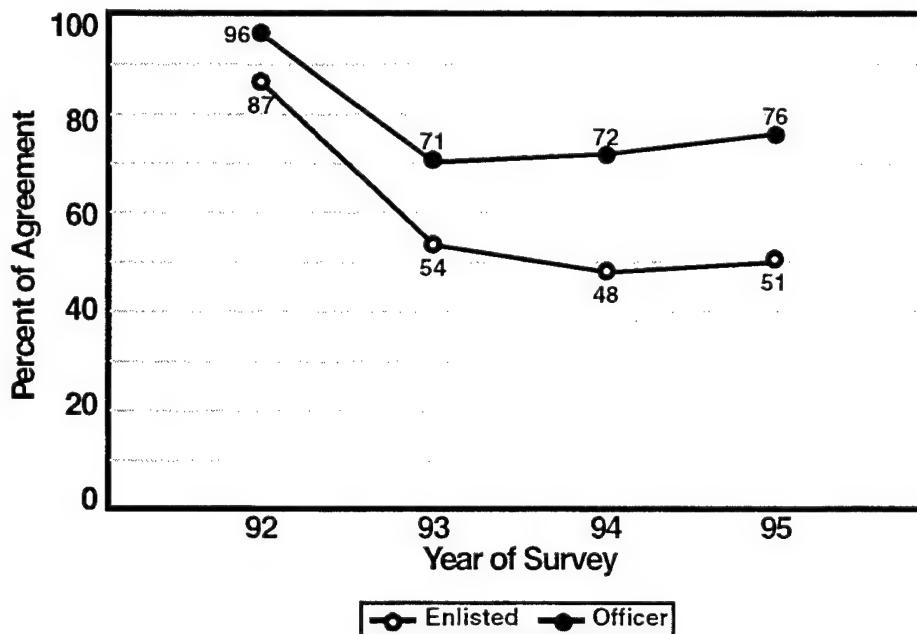
(Q109a)
Existing regulations on the use and abuse of alcohol should be more strictly enforced.



(Q109b)
**Penalties for the abuse of alcohol
at my command are sufficient.**

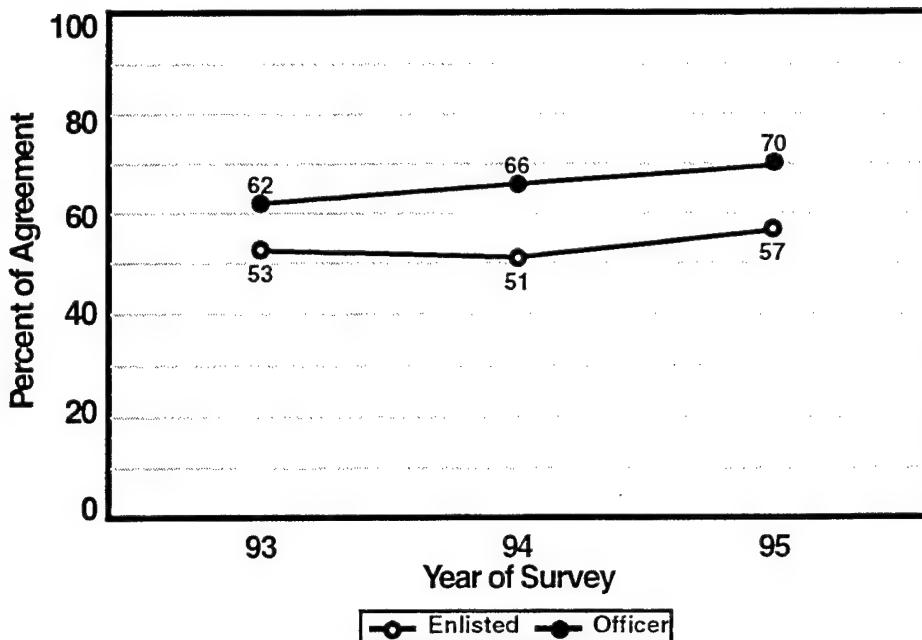


(Q109c)
**Policies on alcohol use/abuse
are applied fairly across paygrades.**



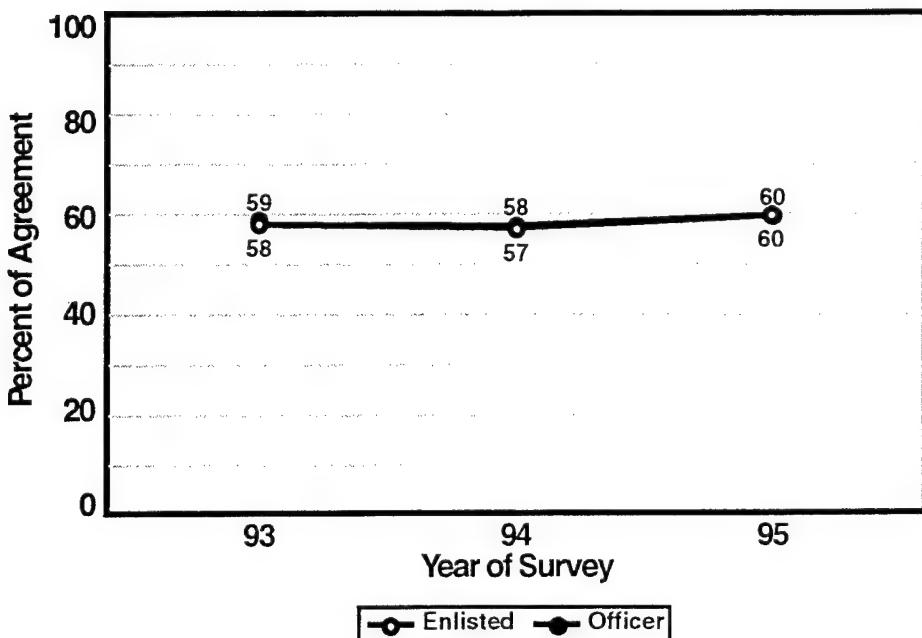
(Q109d)

At my command, the difference between alcohol use and alcohol abuse is clearly understood.



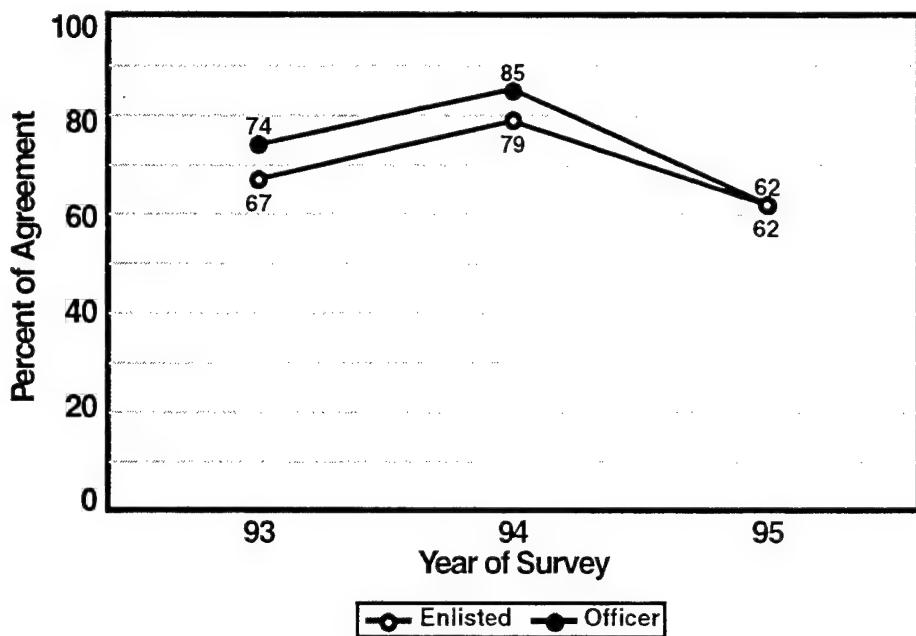
(Q109e)

Treatment for problems related to alcohol abuse has a negative effect on my Navy career.



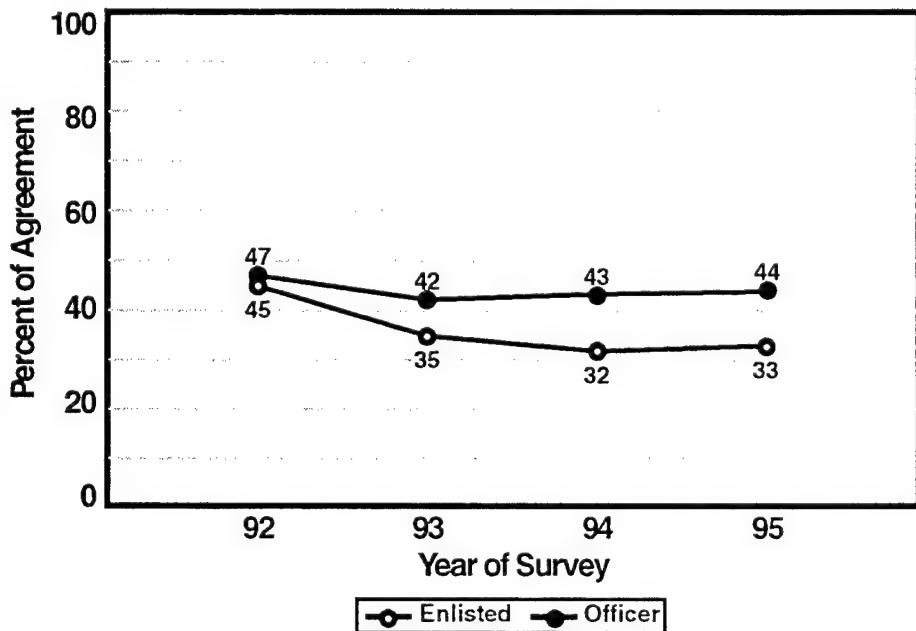
(Q109f)

There is immediate intervention and referral to treatment for those with alcohol problems.



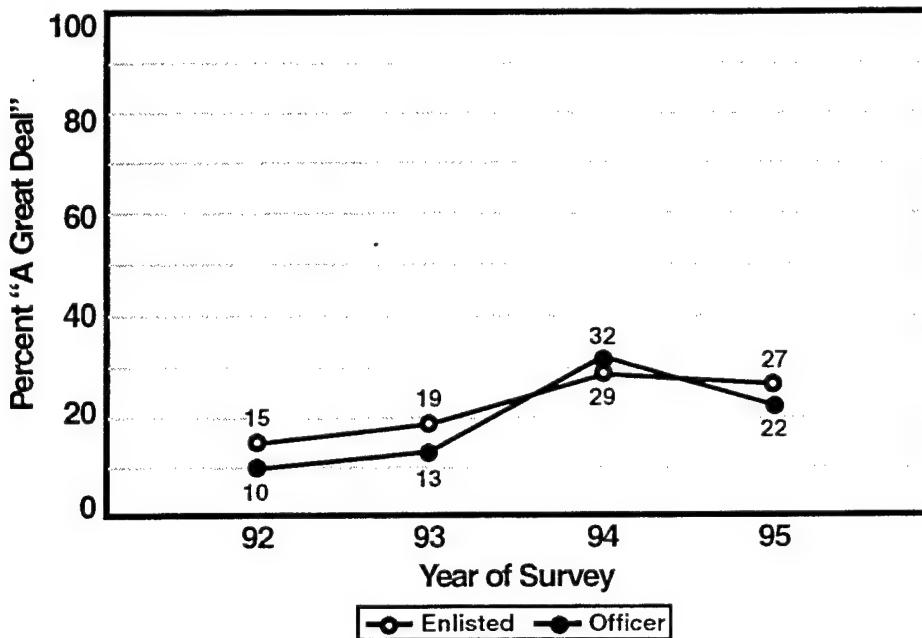
(Q110d)

The use of healthy stress management/stress reduction skills is encouraged at my command.



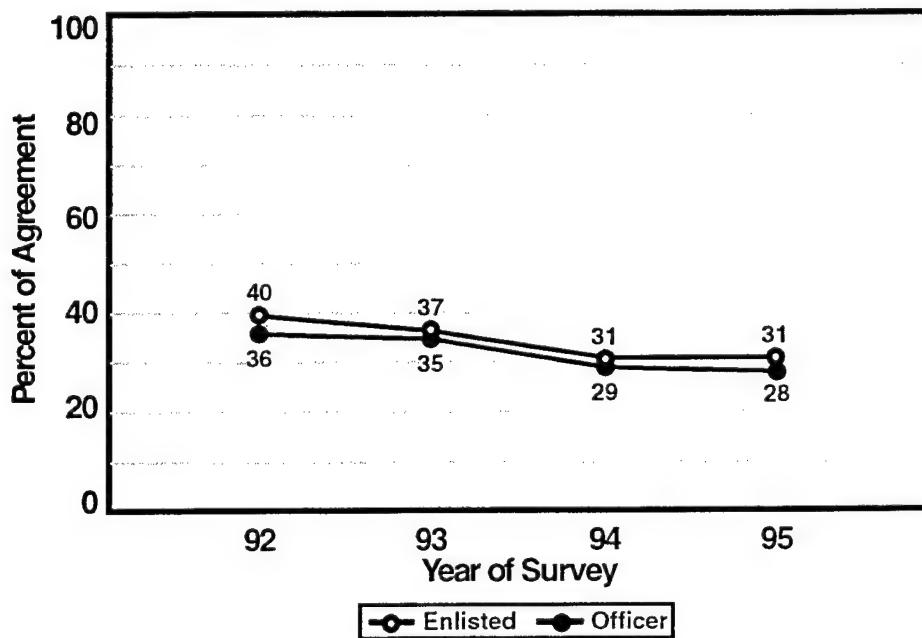
(Q122a)

I received a great deal of HIV/AIDS information from the military classroom in the past 12 months.



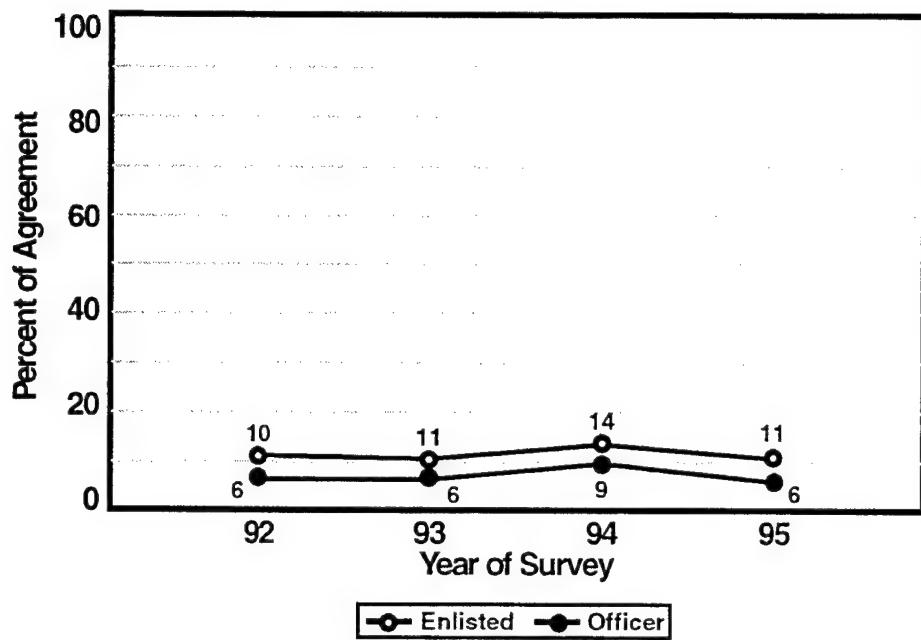
(Q122b)

I received a great deal of HIV/AIDS information from commercial media in the past 12 months.



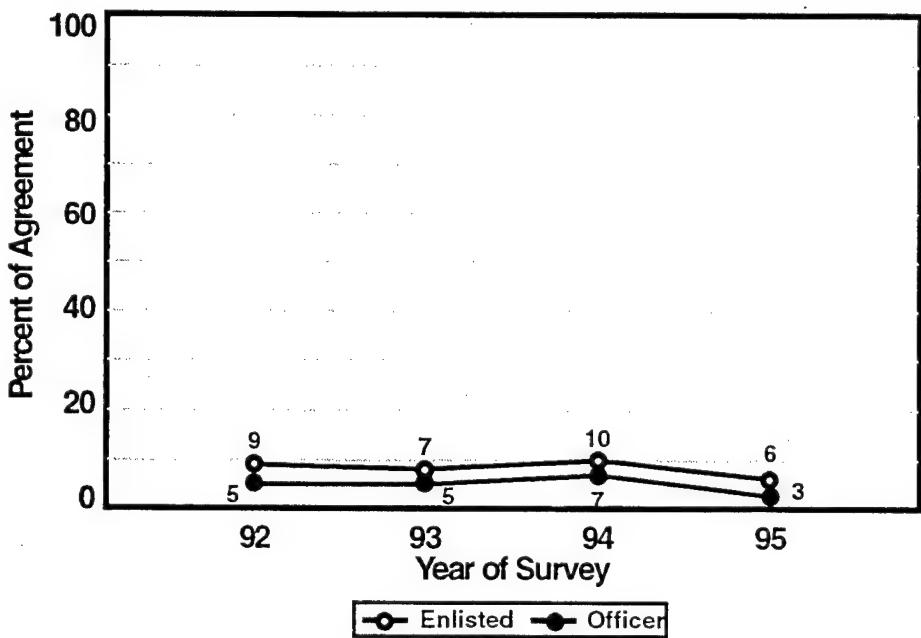
(Q122c)

I received a great deal of HIV/AIDS information from drug counselors in the past 12 months.



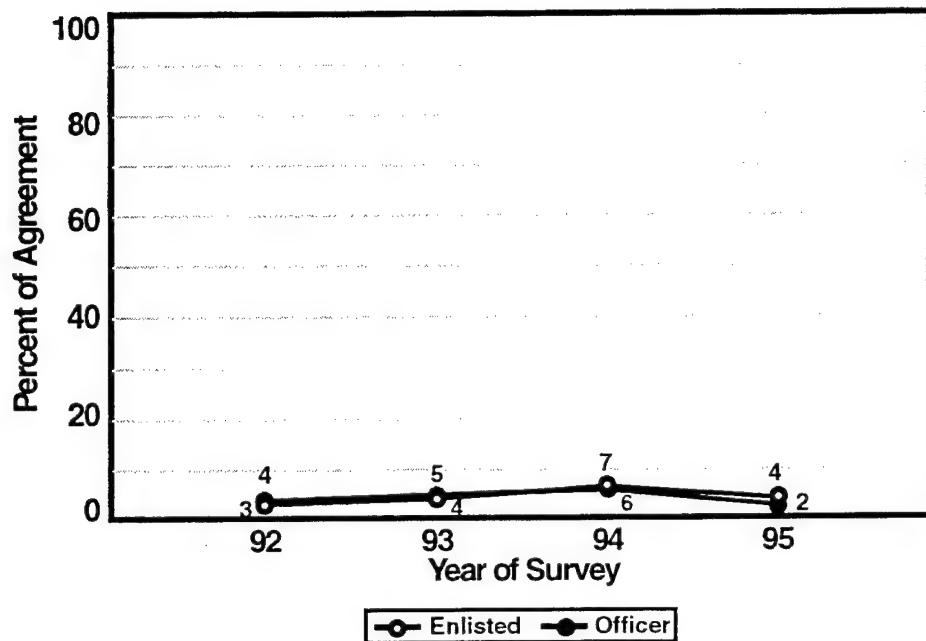
(Q122d)

I received a great deal of HIV/AIDS information from AFRT in the past 12 months.



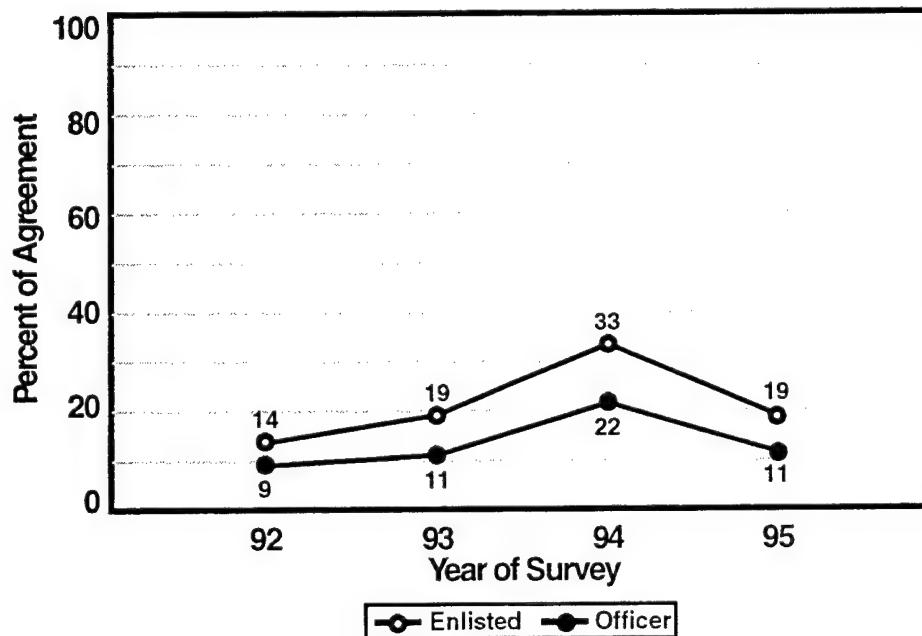
(Q122e)

I received a great deal of HIV/AIDS information from chaplains in the past 12 months.



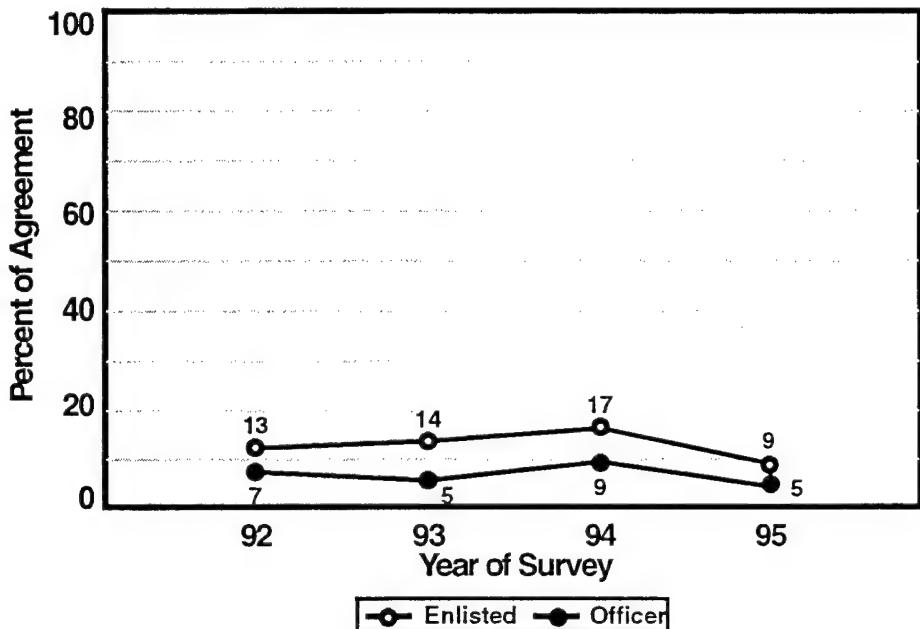
(Q122f)

I received a great deal of HIV/AIDS information from training videos in the past 12 months.



(Q122g)

I received a great deal of HIV/AIDS information
from STD clinics in the past 12 months?



Appendix A
Navy-wide Personnel Survey--1995

Navy-wide
Navy-wide
Navy-wide

Personnel
Personnel
Personnel

Survey 1994
Survey 1994
Survey 1995



Chief of Naval Personnel Washington, D.C. 20370-5000

PRIVACY ACT STATEMENT

Authority to request this information is granted under Title 5, U.S. Code 301 and Department of the Navy Regulations, Executive Order 9397. License to administer this survey is granted under OPNAV Report Control Symbol 1000-24, which expires on 30 Sept 1996. Personal identifiers will be used to conduct follow-on research.

PURPOSE: The purpose of this questionnaire is to collect data to evaluate existing and proposed Navy personnel policies, procedures, and programs.

ROUTINE USES: The information provided in this questionnaire will be analyzed by the Navy Personnel Research and Development Center. The data files will be maintained by the Navy Personnel Survey System at the Navy Personnel Research and Development Center, where they may be used to determine changing trends in the Navy.

ANONYMITY: All responses will be held in confidence by the Navy Personnel Research and Development Center. Information you provide will be considered only when statistically combined with the responses of others, and will not be identified with any single individual.

PARTICIPATION: Completion of this questionnaire is entirely voluntary. Failure to respond to any of the questions will NOT result in any penalties except possible lack of representation of your views in the final results and outcomes.

**Please use the last page of this questionnaire for any comments you wish to make.
Please complete the survey within the next 5 days and return it in the envelope
provided.**

If you have any questions, you may contact:

John Kantor

(619) 553-7651 or DSN 553-7651

FAX: (619) 553-9973

**Navy Personnel Research and Development Center
Survey Operations Center
53335 Ryne Road
Code 122
San Diego, CA 92152-7250**

THANK YOU FOR YOUR TIME AND EFFORT!

You have been randomly selected by computer to take part in this survey. Your participation is voluntary. Please take the time to give careful, frank answers. It should take about thirty minutes to complete the survey.

IMPORTANT INSTRUCTIONS

- * USE NO. 2 PENCIL ONLY.
- * Do NOT use ink, ballpoint or felt tip pens.
- * Erase cleanly and completely any changes you make.
- * Make black marks that fill the circle.
- * Do not make stray marks on the form.



CORRECT MARK: INCORRECT MARK:

For questions that look like the following, print the required information in the boxes provided. Then blacken the corresponding circles under the numbers or letters you printed.

EXAMPLE

1. How long have you been on active duty in the Navy?

Years	Months
0 9	0 1
<input checked="" type="circle"/> 0	<input checked="" type="circle"/> 0
<input type="circle"/> 1	<input type="circle"/> 1
<input type="circle"/> 2	<input type="circle"/> 2
<input type="circle"/> 3	<input type="circle"/> 3
<input type="circle"/> 4	<input type="circle"/> 4
<input type="circle"/> 5	<input type="circle"/> 5
<input type="circle"/> 6	<input type="circle"/> 6
<input type="circle"/> 7	<input type="circle"/> 7
<input type="circle"/> 8	<input type="circle"/> 8
<input type="circle"/> 9	<input checked="" type="circle"/> 9

For questions that look like the next two examples, blacken the circle corresponding to the answer you selected.

EXAMPLE

2. What is your current military status?

- USN
- USNR
- USNR (TAR)
- USNR (265/TEMAC/Canvasser recruiter/ACDUTRA)

3. How much do you AGREE or DISAGREE with the following statements?

a. Medical-care facilities are easily accessible at my command

b. The accessibility of medical-care facilities has had an impact on my readiness

c. I am satisfied with the quality of medical services I receive

BACKGROUND

PERSONAL

1. What is your gender?

- Male
- Female

The answers for Questions 2 and 3 are based on the standard DoD race and ethnic categories. If you are of mixed heritage, please select the racial and ethnic group with which you MOST closely identify.

2. What is your racial background?

- White
- Black/African American
- Asian/Pacific Islander
- American Indian
- Other

3. What is your ethnic background?

- Mexican, Chicano, Mexican-American
- Puerto Rican
- Cuban
- Other Spanish/Hispanic
- Japanese
- Chinese
- Korean
- Vietnamese
- Asian Indian
- Filipino
- Pacific Islander (Guamanian, Samoan, etc.)
- Eskimo/Aleut
- Other not listed above _____
- None of the above

4. What is your highest level of education?

- Less than high school completion/no degree
- Alternate degree/GED/home study/adult school certification
- High school degree graduate
- Some college, no degree
- Associate's degree or other 2 year degree
- Bachelor's degree
- Master's degree
- Doctorate or professional degree

5. What is your religious preference?

- Catholic
- Protestant (Baptist, Methodist, Lutheran, etc.)
- Jewish
- Orthodox churches (Greek, Russian, etc.)
- Muslim
- Buddhist
- Mormon
- Wicca
- Other religion not listed _____
- No religious preference

6. What was your marital status when you first entered the Navy?

- Single and never married
- Married for the first time
- Remarried, was divorced once
- Remarried, was divorced two or more times
- Remarried, was widowed once
- Remarried, was widowed two or more times
- Legally separated or filing for divorce
- Legally separated or filing for divorce, was divorced before
- Divorced once
- Divorced twice
- Divorced three times
- Divorced four or more times
- Widowed

7. What is your current marital status?

- Single and never married
- Married for the first time
- Remarried, was divorced once
- Remarried, was divorced two or more times
- Remarried, was widowed once
- Remarried, was widowed two or more times
- Legally separated or filing for divorce
- Legally separated or filing for divorce, was divorced before
- Divorced once, now single
- Divorced twice, now single
- Divorced three times, now single
- Divorced four or more times, now single
- Widowed

- If you have NO SPOUSE, fill in the circle and skip to Question 11.

8. What is your spouse's employment situation?

- Active Duty Military
- Military Reserve
- Civil Service
- Civilian job, private sector
- Self-employed
- Retired
- Not employed, by choice (e.g., student)
- Not employed, but actively job hunting
- Not employed for other reasons (e.g., medical reasons) Specify _____

9. Is your spouse employed full-time or part-time? (Count military reserve status as part-time employment.)

- Does not apply/spouse is not employed
- Full-time
- Part-time

10. My spouse's contribution to our family income, relative to my contribution (excluding children's income) is:

- None, my spouse has no income
- Half or less than half of my contribution
- About three-fourths of my contribution
- About equal to my contribution
- Greater than my contribution

11. Do you have any family members enrolled in DEERS? (SELECT ALL THAT APPLY.)

- No, I have no family members enrolled in DEERS
- Spouse (non-military)
- Child(ren) living with me
- Child(ren) not living with me
- Child(ren) living part-time with me (i.e., joint custody with ex-spouse)
- Legal ward(s) living with me
- Parent(s) or other living relative(s)

12. How many of your children enrolled in DEERS under the age of 21 live in your household? (Include children for whom you have joint custody.)

If you have NO children/NO children under 21 years of age living in your household, fill in the circle and skip to Question 13.

AGE GROUP OF CHILDREN	NUMBER OF CHILDREN IN AGE GROUP
-----------------------	---------------------------------

a. Under 6 weeks	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
b. 6 wks through 12 mos	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
c. 13 through 24 mos	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
d. 25 through 35 mos	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
e. 3 through 5 yrs	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
f. 6 through 9 yrs	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
g. 10 through 12 yrs	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
h. 13 through 15 yrs	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
i. 16 yrs to under 21 yrs	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5

13. Do you or any of the family members in your household qualify for assistance from any of the following sources? (SELECT ALL THAT APPLY.)

- No, don't qualify for any assistance
- Food stamps
- Food Locker
- SHARE Program
- Woman Infant Children Assistance (WIC)
- Don't know if qualified for any assistance

14. Are you or any of the family members in your household currently receiving assistance from any of the sources listed below? (SELECT ALL THAT APPLY.)

- No, don't receive any assistance
- Food stamps
- Food Locker
- SHARE Program
- Woman Infant Children Assistance (WIC)
- Don't know if receiving any assistance

15. Were one or more of your parents, step-parents, or guardians on Active Duty in the military at any time while you were growing up (prior to your 18th birthday)? (SELECT ALL THAT APPLY.)

- No
- Yes, Navy
- Yes, Marine Corps
- Yes, Air Force
- Yes, Army
- Yes, Coast Guard

16. Are you accompanied by the family members in your household on your present assignment?

- Does not apply/no family members
- Yes, accompanied
- Temporarily unaccompanied (family members will join me later)
- Permanently unaccompanied because it was required for the billet
- Permanently unaccompanied because family members were not command sponsored (overseas tour)
- Permanently unaccompanied by choice

Answer Question 17 only if you selected this option. Otherwise, skip to Question 18.

17. Which reasons BEST describe why you are permanently unaccompanied by family members in your household?

(SELECT UP TO THREE ANSWERS.)

- Spouse employment
- Home ownership
- Availability of military family housing
- Availability of civilian housing
- Cost of civilian housing
- Spouse's education
- Children's schools
- Ties to the community
- Family members prefer to remain in another location
- Costs associated with moving
- Your work schedule
- Availability of health care and education services for special needs
- Availability of activities/facilities for family members/child care
- Inadequate time to make moving arrangements
- Length of new duty assignment
- Personal reasons
- Other

CAREER

18. How long have you been on Active Duty in the Navy? (Count the time from the day you were sworn in.)

Years		Months	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

19. What is your current military status?

- USN
- USNR
- USNR (TAR)
- USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)

20. What is your paygrade?

<input type="radio"/> E-1	<input type="radio"/> W-1	<input type="radio"/> O-1
<input type="radio"/> E-2	<input type="radio"/> W-2	<input type="radio"/> O-2
<input type="radio"/> E-3	<input type="radio"/> W-3	<input type="radio"/> O-3
<input type="radio"/> E-4	<input type="radio"/> W-4	<input type="radio"/> O-4
<input type="radio"/> E-5		<input type="radio"/> O-5
<input type="radio"/> E-6		<input type="radio"/> O-6
<input type="radio"/> E-7	<input type="radio"/> O-1E	<input type="radio"/> O-7 or above
<input type="radio"/> E-8	<input type="radio"/> O-2E	
<input type="radio"/> E-9	<input type="radio"/> O-3E	

21. How long have you been in your current paygrade?

Years		Months	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

22. What is your designator?

Does not apply/I am enlisted

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

23. If you are a Chief Petty Officer, Petty Officer, or an officially DESIGNATED STRIKER (qualified to wear the striker rating badge), what is your general rating?

Does not apply/I am an officer
 Not rated/not designated striker

A	A	A
B	B	B
C	C	C
D	D	D
E	E	E
F	F	F
G	G	G
H	H	H
I	I	I
J	J	J
K	K	K
L	L	L
M	M	M
N	N	N
O	O	O
P	P	P
Q	Q	Q
R	R	R
S	S	S
T	T	T
U	U	U
V	V	V
W	W	W
X	X	X
Y	Y	Y
Z	Z	Z

24. Are both males and females assigned to your present command?

Yes
 No

25. What is your current billet?

Sea duty
 Shore duty
 Other (e.g., neutral duty, Duty Under Instruction)

26. To what type of ship/activity are you currently assigned?

(IF APPLICABLE, SELECT ALL THAT APPLY.)

Shore or Staff Command
 Afloat staff
 Training Command
 Aviation Squadron (deployed to ships)
 Aviation Squadron (deployed to shore)
 Carrier based A/C Squadron/Detachment
 Aircraft Carrier (other than carrier based A/C Squadron/Detachment)
 Cruiser
 Destroyer types (includes frigates)
 Minecraft
 Submarine
 Tender/Repair ship
 Reserve Unit
 Service Force ship
 Amphibious ship
 Amphibious craft
 Other _____

27. In which FLEET are you now homeported?

Does not apply
 2nd Fleet, Atlantic
 3rd Fleet, Pacific
 6th Fleet, Mediterranean
 7th Fleet, Far East
 Don't know

28. What is the geographical location of your current assignment? (If deployed, where are you homeported or based?)

Alaska or Hawaii
 CONUS (continental U.S., excluding Alaska and Hawaii)
 Europe
 Far East
 Caribbean
 Middle East
 South or Central America
 Other _____

29. What is the zip code of your current DUTY STATION? (*Duty station zip can be found on the envelope in which you received this survey.*)

30. In which of the following sources do you find most of your general information about the Navy? (SELECT ONE ANSWER.)

- **Navy produced information sources** (your base/station newspaper, Navy/Marine Corps TV News, All Hands magazine, Navy messages, plans of the day/week, morning quarters, Captain's Call, word from your leading petty officer/division officer, other Navy information sources)
- **Externally produced information sources** (Navy Times or other Navy focused publications)
- **Local or national newspaper**
- **Local or national television**

31. Where do you find most of your information about Navy personnel policies and programs which affect you? (SELECT ONE ANSWER.)

- **Navy produced information sources** (your base/station newspaper, Navy/Marine Corps TV News, All Hands magazine, Navy messages, plans of the day/week, morning quarters, Captain's Call, word from your leading petty officer/division officer, other Navy information sources)
- **Externally produced information sources** (Navy Times or other Navy focused publications)
- **Local or national newspaper**
- **Local or national television**

32. How much do you
AGREE or
DISAGREE with the
following statements?

- a. Women have the ability to successfully carry out the duties of their combat roles in the Navy
- b. Women are fully accepted in their combat roles in the Navy

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Does not apply
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DETAILING AND ASSIGNMENT PROCESS

33. How far in advance of your last Projected Rotation Date (PRD) did you first contact your detailer?

- Not applicable, transferred from another command
- 1 to 30 days
- 31 to 60 days
- 61 to 90 days
- 91 days to 6 months
- More than 6 months

34. How far in advance of your last PRD did you negotiate your orders?

- Not applicable
- 1 to 30 days
- 31 to 60 days
- 61 to 90 days
- 91 days to 6 months
- More than 6 months

35. How many assignment choices were available to you on your first call to your detailer?

- Not applicable
- More than 4
- 4
- 3
- 2
- 1
- None, told to call back at the next requisition date

36. How far in advance of your last change of station or actual rotation date did you receive your orders?

- Not applicable
- 1 to 30 days
- 31 to 60 days
- 61 to 90 days
- 91 days to 6 months
- More than 6 months
- Did not receive orders in advance

37. Were your last orders issued early enough to allow you to complete preparations for your PCS move?

- Move not required, new duty station was in same geographic location
- Yes
- No
- Not applicable

38. What type of duty did you have at your previous command?

- Not applicable
- Sea/shore rotation
- "A" School
- LIMDU
- HUMS assignment
- Other _____

39. Did you use the Job Advertising and Selection System (JASS) to negotiate your current assignment?

- Yes
- No
- Don't know

40. How important is homesteading (i.e., remaining in the same geographic location for subsequent tours) to you?

- Very important
- Important
- Neither important nor unimportant
- Unimportant
- Very unimportant

41. Do you feel there is a conflict between homesteading and maintaining a promotable career path?

- Yes
- No

42. How effective is your detailer in resolving conflicts between your personal desires and the needs of the Navy?

- Very effective
- Effective
- Not very effective
- Does not apply

43. When choosing your last assignment, what was your primary concern?

- Future promotability
- Type of duty
- Geographic location
- Platform
- Spouse's collocation
- Other _____

If you have not used BUPERS ACCESS, or the next question does not apply, fill in the circle and skip to Question 45.

44. If you have used the BUPERS ACCESS computer bulletin board system (or if someone else operated it for you), please rate the extent you AGREE or DISAGREE with each of the following statements:

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

- a. The system is easy to use
- b. The system gave me the information I needed
- c. The system made it easier to communicate with my detailer
- d. The system has reduced the number of calls I make to my detailer

45. How effective do you feel each of the following methods is for interacting with your detailer?

Very effective Effective Neither Ineffective Very ineffective Don't know/never use it

- a. Preference Card/form
- b. Enlisted Personnel Action Request (NAVPERS 1306/7)
- c. Letter/FAX
- d. Telephone (normal detailing hours)
- e. Telephone (AM/PM detailing hours)
- f. Personal visit
- g. Detailer field trip
- h. BUPERS ACCESS
- i. Naval message
- j. Command Career Counselor/Representative

46. Are you currently on sea duty or within one year of going to sea duty?

- Yes
- No

47. Would you be interested in extending on sea duty beyond your original PRD if sea pay were increased by the amounts listed below?
(SELECT ALL THAT APPLY.)

- Does not apply/would not extend for any incentive

Yes No

\$2,000 per year for 2 years

\$3,000 per year for 3 years

\$4,000 per year for 4 years

\$5,000 per year for 5 years

48. I would extend beyond 5 consecutive years on sea duty if sea pay remained the same and a bonus of approximately \$3,000 per year were offered.

- Does not apply/do not receive sea pay
- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Use the last page of the questionnaire to make any comments you wish about the Detailing and Assignment Process.

QUALITY OF LIFE PROGRAMS

SERVICE MEMBER AND FAMILY SUPPORT PROGRAMS

49. In the rightsizing environment, some Navy Campus offices will need to be closed or relocated. Which areas do you think need a Navy Campus the most?

- Major homeports (CONUS)
- Isolated CONUS sites
- Isolated overseas sites
- Overseas major installations
- No opinion

50. A. If you have used the following Service Member and Family Support programs/services at your PRESENT DUTY STATION, please rate their quality.

B. If you marked "Not Used" in Section A, please indicate in Section B the MOST important reason why you did not use that program/service.

- a. Deployment Support Programs
- b. Family Service Center (FSC) Counseling (personal, family, marital)
- c. Exceptional Family Member (EFM) Program
- d. FSC Relocation Assistance Program (RAP)
- e. Transition Assistance Management Program (TAMP)
- f. Sexual Assault Victim Assistance Program
- g. Housing Referral Services
- h. Housing Management Services
- i. FSC Family Education Programs
- j. New Parent Support Team
- k. Family Service Centers-overall
- l. Spouse Employment Assistance Program (SEAP)
- m. Family Advocacy Program (FAP)
- n. Personal Financial Management (PFM)

A.	Quality	B. Reason Not Used											
		Very Good	Good	Average	Poor	Very Poor	Never Used	Not heard of program	Not Used/no experience	Not informed of services	Don't need services	Not comfortable of services	Not accessible with social workers
	Very Good	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
	Good	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
	Average	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
	Poor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
	Very Poor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
	Never Poor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
	Not Used	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
	Not heard of program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
	Not Used/no experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
	Not informed of services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
	Don't need services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
	Not comfortable of services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
	Not accessible with social workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
	Not available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							

51. How much do you AGREE or DISAGREE with the statements that follow about Service Member and Family Support programs/services you have used WHILE IN THE NAVY? (For a brief listing of services, see Question 50.)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Does not apply/have not used
a. Navy Service Member and Family Support services improve the quality of life for me/my family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am satisfied with the quality of Service Member and Family Support services in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I am satisfied with the availability of Service Member and Family Support services in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52. How often do you have trouble paying your bills?

- Never
- Seldom
- Occasionally
- Usually
- Always

53. How much of an emergency fund (cash deposited in a savings institution immediately available for emergencies) do you keep available?

- None
- One pay period
- One months pay
- Two months pay
- Three or more months pay

54. Do you know who your Command or Divisional Financial Specialist is?

- Yes
- No

55. Does your Command or Divisional Financial Specialist conduct regular training on financial subjects?

- Yes, more than twice a month
- Yes, every month
- Yes, once every six months
- No
- Does not apply/don't know

56. From the following list of financial topics, select those important to you in contributing to your financial security. (SELECT ALL THAT APPLY.)

- Car buying strategies
- College savings
- Retirement
- Home buying
- Budgeting
- Garnishment
- Debt management
- Investments
- Military pay structure
- Major purchasing strategies

MORALE, WELFARE and RECREATION (MWR) and HOUSING

If you are not serving on a ship, skip to Question 59.

57. To what degree would your quality of life ON BOARD SHIP be reduced if the following shipboard recreation program activities or services were not available?

	Not reduced	Reduced	Somewhat reduced	Greatly reduced	Does not apply/have not used	Not available
a. Fitness equipment	<input type="radio"/>	<input type="radio"/>				
b. Fitness activities	<input type="radio"/>	<input type="radio"/>				
c. Entertainment tickets/local tours	<input type="radio"/>	<input type="radio"/>				
d. Board/table games	<input type="radio"/>	<input type="radio"/>				
e. Recreation/sports gear issue	<input type="radio"/>	<input type="radio"/>				
f. Base recreation activities when in port	<input type="radio"/>	<input type="radio"/>				
g. Lounges	<input type="radio"/>	<input type="radio"/>				

58. From the following list of SHIPBOARD recreation programs, select those IMPORTANT to you in contributing to your quality of life. (SELECT UP TO 4 ANSWERS.)

- Tours ashore - homeport
- Tours ashore - liberty port
- Discount tickets/ticket issues
- Gear issue
- Special events in port
- Special events underway
- Sports and athletics
- Video games
- Leisure reading
- Computers for personal use
- TV/movie entertainment
- Leisure/skills development
- Exercise/physical fitness
- Board games
- Listening to music

59. Which BEST describes your current living arrangements?

- Military family housing
- Government-leased housing in the civilian community
- Personally-/shared-owned housing in the civilian community
- Shared rental housing in the civilian community
- Personally-rented housing in the civilian community
- Personally-rented space to park mobile home owned by service member
- On a ship
- Bachelor's Quarters (BQ)
- Other (please describe) _____

60. If you are shore based and live in Bachelor's Quarters, would you voluntarily move off-base if you were offered BAQ/VHA?

- a. Definitely would
- b. Probably would
- c. Don't know
- d. Probably would not
- e. Definitely would not
- f. Does not apply

61. If your answer to Question 60 was a, b, or c, what is the most important reason?

- Did not consider it
- PRD
- Crime
- Too expensive
- Transportation problem
- Availability problem
- Selected for advancement
- Separating from the Navy
- Other _____

62. If you were stationed aboard a ship and were offered the opportunity to move into the BQ, would you be willing to move?
(SELECT ONLY ONE ANSWER.)

- a. Definitely would
- b. Probably would
- c. Don't know
- d. Probably would not
- e. Definitely would not

63. If your answer to Question 62 was a, b, or c, what is the most important reason?

- Did not consider it
- PRD
- Crime
- Too expensive
- Transportation problem
- Availability problem
- Selected for advancement
- Separating from the Navy
- Other _____

64. I prefer government family housing over BAQ/VHA.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

65. When your ship is in homeport, where would you prefer to live?

- Not applicable
- Onboard ship
- Barracks
- Navy housing
- Civilian housing
- Other _____

66. When your ship is in port, why do you choose to live onboard ship, instead of living in the barracks?

- Does not apply/I do live in the barracks
- Does not apply/I live off-base
- I am a geographic bachelor
- Barracks not available
- I prefer to live onboard ship
- I have no choices because of my duty assignments
- I am not authorized

67. How much do you AGREE or DISAGREE with the following statements:

- a. My present living arrangements are having a positive effect on my job performance
- b. My present living arrangements are having a positive effect on my decision to stay in the Navy
- c. In general, I can afford the things I or my family need(s)
- d. Overall, I am satisfied with my quality of life

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have NO CHILDREN, FILL IN THIS CIRCLE AND SKIP TO QUESTION 76.

ATTENTION SURVEY RESPONDENT

**PLEASE NOTE THESE CORRECTIONS TO
QUESTIONS 61 AND 63 ON PAGE 12**

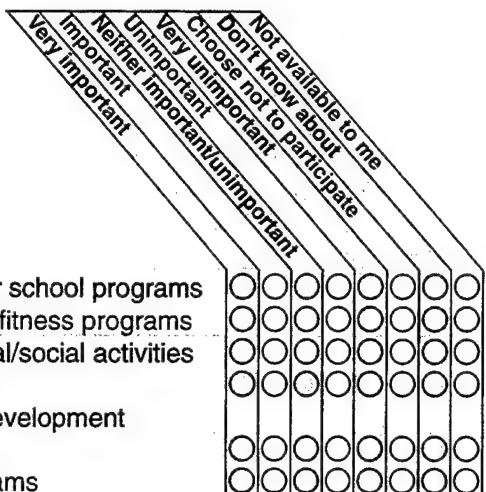
QUESTION 61 SHOULD READ:

61. If your answer to Question 60 was c, d, or e, what is the most important reason?

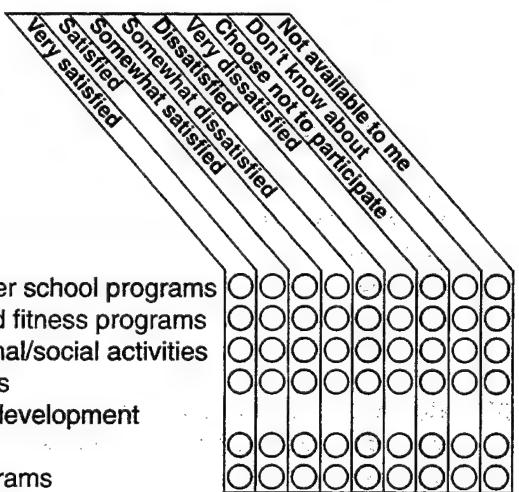
QUESTION 63 SHOULD READ:

63. If your answer to Question 62 was c, d, or e, what is the most important reason?

68. How IMPORTANT to you are the Navy sponsored YOUTH (ages 6-17) recreation programs listed below?



69. How SATISFIED are you with the overall quality of these Navy sponsored YOUTH (ages 6-17) recreation programs at your base?



CHILD CARE

If you have NO CHILDREN WHO REQUIRE CHILD CARE, fill in this circle and skip to Question 76.

If you have children living with you part-time (i.e., joint custody with ex-spouse), answer the following questions based on the time you have children living **WITH you.**

70. Who is the PRIMARY caregiver for your youngest child during your regular work day/shift? (SELECT ONE ANSWER.)

- Spouse, by choice
- Spouse, not by choice
- Military Child Development Center
- Base-operated family home care program
- Private licensed facility
- Civilian operated family home care
- At-home employee (nanny, au pair, etc.)
- Relative/older siblings
- Friend
- Other _____
- I currently have no arrangements/I have a child care problem

71. If you are NOT using military child care centers or family home care, why not?
(SELECT ONE ANSWER.)

- Does not apply/I am using such care
- Do not need it/I have other arrangements
- Service is not available/I am not aware of such service
- Center and family home care have a waiting list
- Location of center is not convenient
- Quality of care available is substandard
- Restricted hours/no overnight care
- Too expensive
- Other

72. How often do child care needs interfere with your ability to perform your job?

- Never
- Rarely
- Sometimes
- Often
- Very often

73. In what way do child care needs interfere with your performance?

(SELECT THE MOST IMPORTANT ANSWER.)

- Does not apply/do not interfere
- Distractions while on duty
- Miss work
- Late for work
- Must leave early
- Limits billet choices
- Needs cause friction with coworkers/supervisors
- Raises general stress level/anxiety
- Other

74. I am satisfied with my current child care arrangements.

- Does not apply/have not used
- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

75. I am satisfied with the Navy's child care system.

- Does not apply/have not used
- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

VOLUNTARY EDUCATION

76. Have you ever used the Navy's Voluntary Education Program (Navy Campus, Tuition Assistance, Program for Afloat College Education, Functional Skills, DANTEs, etc.)?

- Yes
- No
- Don't know

77. Which of the following **BEST** describes how you feel you should be able to use Tuition Assistance?

(SELECT ONE ANSWER.)

- I should only be able to take courses in a degree program related to my Navy rating/subspecialty
- I should be able to take courses I need to earn any degree
- I should be able to take whatever courses I want, even if they are not part of a degree program

78. How do you rate PACE computer interactive programmed instruction college courses?

- Not used/no access to it
- Not used/no experience
- Never heard of it
- Very good
- Good
- Average
- Poor
- Very poor

79. If you are stationed at a site which does not have an education specialist or an education center, which of the following would be most useful to you for getting educational information? (SELECT ONE ANSWER.)

- Does not apply/there is an educational center at my base
- Kiosk information
- Computer bulletin board
- Telephone hotline
- BUPERS ACCESS
- Other _____

NAVY SPONSOR PROGRAM

80. How do you rate the Sponsor Forum on BUPERS ACCESS?

- Not used/no access to it
- Not used/no experience
- Never heard of it
- Very good
- Good
- Average
- Poor
- Very poor

81. Have you served as a sponsor at your present command?

- Yes
- No (skip to Question 83)

82. How would you rate the formal sponsor training you received to prepare you to serve as a sponsor?

- I did not receive any formal sponsor training
- Very good
- Good
- Average
- Poor
- Very poor

83. Where was the sponsor training provided?

- No training provided
- Family Service Center
- My present command with command instructors
- My present command with Family Service Center instructors
- Other _____

84. Does your present command formally recognize sponsors for a job well done?

- Don't know/not aware of
- Very often
- Often
- Sometimes
- Rarely
- Never

85. How satisfied were you with the assistance from the sponsor assigned to you during your PCS transfer to your present command?

- I did not want a sponsor
- I was not assigned a sponsor
- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

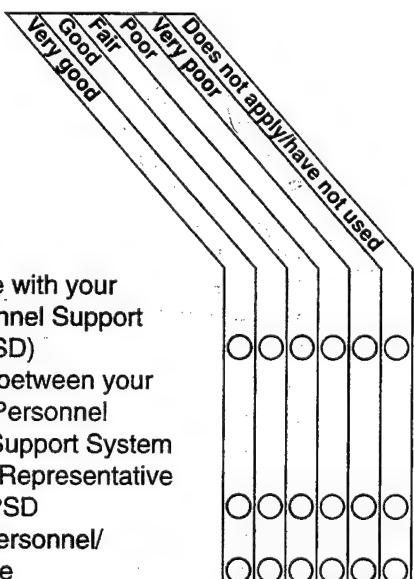
86. Did any of the following occur during your last PCS transfer?

(SELECT ALL THAT APPLY.)

- I was not assigned a sponsor
- Sponsor transferred before I arrived
- I did not receive welcome package
- I did not receive a letter from the command
- Sponsor did not meet me on arrival
- Sponsor did not help me
- None of these occurred

PERSONNEL SUPPORT DETACHMENT (PSD) and TRANSPORTATION

87. How would you evaluate each of the following?



- a. Your experience with your servicing Personnel Support Detachment (PSD)
- b. The interaction between your command Pay/Personnel Administrative Support System (PASS) Liaison Representative (PLR) and the PSD
- c. On ship, your Personnel/Dispersing Office

88. The transportation support provided by the Navy Passenger Transportation Office (NAVPTO) is responsive to my needs.

- Does not apply/I have not used/not familiar with NAVPTO
- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

89. My TAD/TDY travel claim was processed in a timely manner.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

90. I was able to obtain a military ID card for myself and/or my family members at a convenient time and place.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Use the last page of the questionnaire to make any comments you wish about Quality of Life, including Service Member and Family Support Programs, MWR/Housing, Child Care, Voluntary Education, Navy Sponsor Program, and PSD/Transportation.

ORGANIZATIONAL CLIMATE

JOB SATISFACTION

91. How much do you AGREE or DISAGREE with the following statements?

- a. I am satisfied with the quality of leadership at my command
- b. My command supports command events
- c. I am generally satisfied with my current job
- d. In general, I like the work I do in the Navy
- e. I am satisfied with my physical working conditions
- f. I am satisfied with my career development
- g. I enjoy my career in the Navy
- h. I am glad I chose to join the Navy instead of other alternatives I was considering

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

92. How much do you AGREE or DISAGREE with the following statements?

- a. I think I am adequately paid for the job I do
- b. The amount I am paid is an important reason for me to stay in the Navy
- c. The amount I would receive as retirement pay is an important reason for me to stay in the Navy until retirement

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

93. Meeting all my career path commitments in a timely fashion helped my career in the Navy.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Does not apply/have not met commitments yet
- Does not apply/did not or could not meet commitments in a timely fashion

94. Inability to meet all required career path commitments will limit my future career opportunities.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Does not apply/have met all career path commitments

95. I feel that graduate education or subspecialty development is important for future Navy career opportunities.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

96. I feel my current career path has given me enough time to become proficient in the type of work I do.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

97. What are your current Navy career plans?

- Definitely decided to stay in the Navy at least until eligible to retire
- Probably will stay in the Navy at least until eligible to retire
- Don't know if I will stay in the Navy until eligible to retire
- Probably will not stay in the Navy until eligible to retire
- Definitely will not stay in the Navy until eligible to retire
- Eligible to retire now and have decided to leave
- Eligible to retire now, but have made no decision to leave
- Eligible to retire now and want to stay
- Not being allowed to stay until retirement
- Undecided

98a. What were your Navy career plans ONE YEAR AGO?

- Definitely decided to stay in the Navy at least until eligible to retire
- Probably would stay in the Navy at least until eligible to retire
- Didn't know if I would stay in the Navy until eligible to retire
- Probably would not stay in the Navy until eligible to retire
- Definitely would not stay in the Navy until eligible to retire
- Was eligible to retire and had decided to leave
- Was eligible to retire, but had made no decision to leave
- Was eligible to retire, but wanted to stay
- Not allowed to stay until retirement
- I was not in the Navy 12 months ago
- Undecided

98b. If your plans changed, why? _____

99. How SATISFIED or DISSATISFIED are you with the following aspects of your career?

100. Which of the following would be your MOST important reason for leaving or thinking of leaving the Navy?

- Promotion/advancement opportunities
- Family separation
- Pay (basic)
- Quality of leadership/management
- Quality of "Navy life"
- Quality of sea life
- Performance evaluation
- Job security

If you are an Officer, fill in the circle and skip to Question 104.

101. Will you be taking a reenlistment action within the next 12 months?

- Yes
- No

102. How likely is it that you will reenlist at your next decision point?

- Very likely
- Likely
- Undecided
- Unlikely
- Very unlikely

103. What influence did the Selective Reenlistment Bonus (SRB) have on your LAST decision to reenlist?

- Does not apply/am serving my first enlistment
- SRB not available in my rate
- No influence at all
- Minimal influence
- Significant influence

FORCE REDUCTION and BASE CLOSURE ISSUES

104. How much do you AGREE or DISAGREE with the following statements?

104. cont'd.

How much do you AGREE or DISAGREE with the following statements?

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
Does not apply/don't know

- g. I am less likely to choose to stay in the Navy until eligible to retire because of downsizing
- h. I would be more likely to leave the Navy if the support programs are reduced
- i. Regardless of my performance, I expect to be separated/retired before I would have chosen to leave the Navy
- j. The value of the retiree's benefits is declining
- k. I expect that my family and I will have full access to military medical care when I retire
- l. If retirement benefits are reduced, I would consider leaving the Navy prior to retirement eligibility
- m. My civilian friends understand and respect the job I do
- n. I feel the public strongly supports the military and its mission
- o. If offered a separation bonus (e.g., VSI, SSB), early retirement, or other financial incentive to leave the Navy before my current enlistment/obligation is up, I would accept it
- p. My command's mission requirements have decreased in proportion to its reduced manning levels
- q. My unit's mission requirements have increased as a result of downsizing
- r. My workload has increased as a result of downsizing
- s. Downsizing will delay my advancement
- t. I would leave the Navy at the end of my current enlistment/obligation if suitable civilian employment were available

105. Are you currently assigned at a base or on a ship which will close/be decommissioned due to downsizing DURING your tour there?

Yes
 No
 Don't know

NAVY CORE VALUES

106. How much do you AGREE or DISAGREE with the following statements?

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- a. People should always tell the truth even though it may hurt them or other people
- b. Sometimes you have to bend or break the rules in order to get the job done
- c. Responsibility is a key quality of an effective sailor
- d. It is important that people know and do their jobs well
- e. Being a team player is more important than individual accomplishment
- f. Loyalty to the Navy is ultimately more important than loyalty to my peers, subordinates, and superiors
- g. Concern for the well-being of shipmates is important
- h. Everyone should serve his or her country in some way or another
- i. People should always report others who engage in sexual harassment
- j. When faced with difficult ethical, moral, and/or life choices, people should rely on their religious/spiritual faith in their decision making

COMMAND EVENTS

107. How much do you AGREE or DISAGREE with the following statements about conduct at command events? These are events intended to promote good morale and social interaction (e.g., initiations, hail-and-farewells, promotion ceremonies, and command picnics).

Use the last page of the questionnaire to make any comments you wish about Organizational Climate, including Job Satisfaction, Force Reduction and Base Closures, and Command Events.

HEALTH ISSUES

NAVY DRUG/ALCOHOL AND OBESITY PROGRAM POLICIES

108. Attendance at Alcohol and Drug Abuse for Managers/Supervisors (ADAMS) for E-6 and above personnel is encouraged at my command.

- ADAMS is not available at my command
- Don't know
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

109. How much do you AGREE or DISAGREE with the following statements on the Navy's drug/alcohol and obesity policies?

109. cont'd

How much do you AGREE or DISAGREE with the following statements on the Navy's drug/alcohol and obesity policies?

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
----------------	-------	----------------------------	----------	-------------------	------------

h. I have access to enough nutrition information to make healthy food choices

i. There is immediate intervention and referral to treatment for those with obesity/compulsive overeating problems

HEALTH PROMOTION PROGRAMS

110. How much do you AGREE or DISAGREE with the following statements about health promotion programs?

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
----------------	-------	----------------------------	----------	-------------------	------------

a. A tobacco user can get assistance in quitting tobacco use

b. My command enforces the restricted-smoking policy

c. Physical Training periods on duty time should be required

d. The use of healthy stress management/stress reduction skills is encouraged at my command

e. Individuals believed to be suicidal can get counseling at my command

f. I would exercise more if time were provided in my work schedule

111. What are the most important reasons you exercise on a regular basis (at least three times a week)?

(SELECT UP TO TWO ANSWERS.)

- I do not exercise on a regular basis
- To pass/do well on the PRT
- To control my weight
- To become/remain fit and healthy
- To reduce stress/make me feel better
- For the enjoyment of participating in sports
- Regular exercise is required at my command

112. What are the most important reasons for you to stop using tobacco products?

(SELECT UP TO TWO ANSWERS.)

- Does not apply/I do not use tobacco products
- I am not trying/do not plan to stop using tobacco products
- Expense of tobacco products
- Peer pressure/social pressure
- Detriment to my health/my family's health
- Inconvenience
- My command is a smoke-free command
- Personal desire to quit smoking
- Other _____

ACCESS TO MEDICAL FACILITIES

113. How much do you AGREE or DISAGREE with the following statements about access to Medical Facilities?

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
----------------	-------	----------------------------	----------	-------------------	------------

a. Medical-care facilities are easily accessible at my command

b. The accessibility of medical-care facilities has had an impact on my readiness

c. I am satisfied with the quality of medical services I receive

114. If you answered Strongly disagree or Disagree to part "a" of the previous question regarding accessibility of medical-care facilities, what reasons contribute to the lack of accessibility?

- Medical facilities are not available at my command/I must commute
- Medical facilities are not open at convenient times for me
- Medical facilities are too overcrowded to allow for convenient access

115. The approximate number of times my family members visit medical-care centers per year is:

<input type="radio"/> Does not apply	<input type="radio"/> 6
<input type="radio"/> 0	<input type="radio"/> 7
<input type="radio"/> 1	<input type="radio"/> 8
<input type="radio"/> 2	<input type="radio"/> 9
<input type="radio"/> 3	<input type="radio"/> 10
<input type="radio"/> 4	<input type="radio"/> 11 - 30
<input type="radio"/> 5	<input type="radio"/> More than 30

116. The approximate number of times I visit medical-care centers per year is:

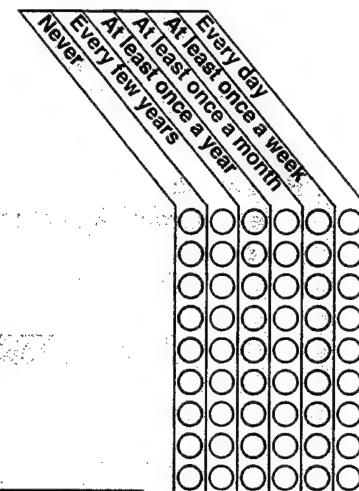
<input type="radio"/> Does not apply	<input type="radio"/> 6
<input type="radio"/> 0	<input type="radio"/> 7
<input type="radio"/> 1	<input type="radio"/> 8
<input type="radio"/> 2	<input type="radio"/> 9
<input type="radio"/> 3	<input type="radio"/> 10
<input type="radio"/> 4	<input type="radio"/> 11 - 30
<input type="radio"/> 5	<input type="radio"/> More than 30

117. How frequently do your medical-care providers refer you to other health care providers?

- Never
- Seldom
- Often
- Depends on the nature of the visit

GAMBLING

118. How often do you gamble?
(Please evaluate each mode of gambling.)



119. How much money have you lost due to gambling during the past year?

- Does not apply
- Less than \$100
- Between \$101 and \$500
- Between \$501 and \$1,000
- Between \$1,001 and \$10,000
- More than \$10,000

120. Do you think you have a gambling problem?

- Does not apply, I don't gamble
- Does not apply, I don't gamble regularly
- No, I win most of the time
- No, I don't have a gambling problem
- Yes, I definitely have a gambling problem

HIV/AIDS EDUCATION

THIS NEXT QUESTION IS OPTIONAL.

124. What is your Social Security Number?
It will help us with follow-on research.
Your confidentiality will be maintained.

121. Have you received training specifically addressing HIV/AIDS in the past 12 months? (SELECT ALL THAT APPLY.)

- Yes, Navy training
- Yes, other military service training
- Yes, civilian (local community) training
- No

122. How much HIV/AIDS information have you received from each of the following sources in the past 12 months?

Information	Very little Information	No experience at all	Some information	A great deal of information
Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Media (TV, radio, magazines)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Counselors/training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Radio and Television	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information about sex or treatment at Sexually Transmitted Disease (STD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

123. What is the date you completed this questionnaire?

DATE

MO.	DAY	YR.
0 0	0 0	0 0
1 1	1 1	1 1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

			--			--		
0	0	0	--	0	0	--	0	0
1	1	1	--	1	1	--	1	1
2	2	2	--	2	2	--	2	2
3	3	3	--	3	3	--	3	3
4	4	4	--	4	4	--	4	4
5	5	5	--	5	5	--	5	5
6	6	6	--	6	6	--	6	6
7	7	7	--	7	7	--	7	7
8	8	8	--	8	8	--	8	8
9	9	9	--	9	9	--	9	9

Comments

Use the space below and on the next page to make any comments you wish about ANY of the topics addressed in this survey. (Please label your comments by section name or question number.)

**Thank you for completing this survey!
Please place it in the envelope provided and mail it as soon as possible.**

Distribution List

Chief of Naval Personnel (PERS-00), (PERS-00H) (3), (PERS-00T), (PERS-002/2W), (PERS-013), (PERS-05), (PERS-2), (PERS-3), (PERS-4), (PERS-5), (PERS-6), (PERS-8), (PERS-9)
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